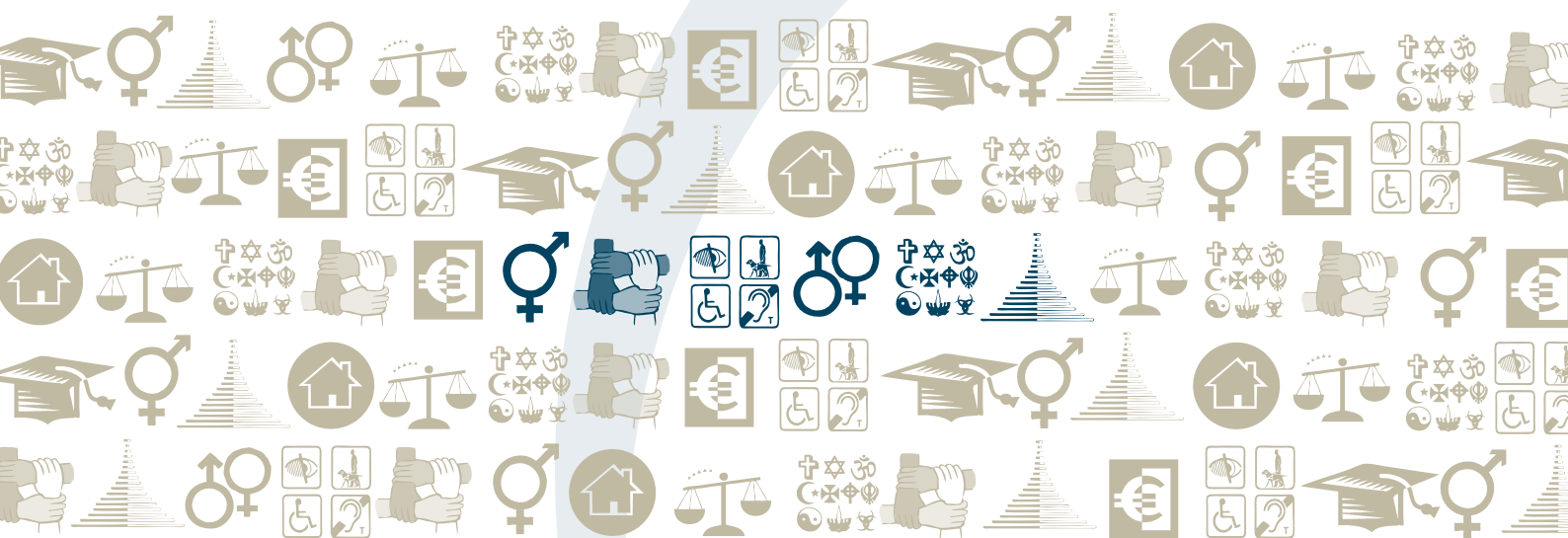


Advancing Equality: What can foundations do?

A selected overview of Equal Opportunities actions



2007 — European Year of Equal Opportunities for All

A report by the European Foundation Centre
November 2007

Advancing Equality: What can foundations do? A selected overview of Equal Opportunities actions

A report by the European Foundation Centre (EFC)

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A selected overview of Equal Opportunities actions

A report by the European Foundation Centre (EFC)

This initiative has been carried out in support of the
2007 European Year of Equal Opportunities for All

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Executive Summary

Do diversity and equal opportunities influence your foundation?

Do you think about diversity when funding a health programme, promoting environmental research or operating an education project? Is non-discrimination incorporated into your organisation's daily activities? How are equal opportunities promoted within your organisation? Building upon the impetus of the European Year of Equal Opportunities for All (EYEO), the European Foundation Centre (EFC) is attempting to disentangle the challenges common to this area and reveal how EFC members and other foundations¹ are addressing the issues of non-discrimination and equal opportunities.

The EU has proclaimed 2007 as the "Year of Equal Opportunities for All" in the hope that this initiative will create the needed momentum to bring about real progress in terms of implementing anti-discrimination policies. This Year also aims to bring on board all civil society stakeholders, including foundations, without whom the fight against structural barriers to non-discrimination and equal opportunities could not be achieved. As such, EYEO represents an excellent chance for these entities to further their goals while addressing discrimination and promoting equality. Mindful of this, the EFC has prepared a series of activities, beginning with a survey conducted from October 2006 to February 2007, to explore the opportunities that the European initiative presents for foundations and other stakeholders. The findings of this survey, first released at the EFC Eurobriefing "Diversity is our Strength" held March 9th 2007, in Brussels, Belgium, aimed to inform discussions on the role of foundations in the fields of equal opportunities and non-discrimination. Preliminary conclusions of the findings also provided a basis for this meeting between foundation and European Commission representatives who set out to review EU priorities, financial means and implementation programmes and schemes, as well as explore the potential for collaboration in the fields of non-discrimination and equal opportunities.

Prepared within the framework of this meeting and expanded upon since, this report is designed to fuel debate on the issues at hand, taking into account the concrete role and activities of foundations in the area of anti-discrimination. This report is based on the survey mentioned above and shows how some EFC members and other foundations are working to address equal opportunities and non-discrimination. It also recognises the important and varied role these actors have in tackling discrimination. It does not set out to provide a comprehensive overview but, through highlighting areas of work, aims to contribute to the dialogue on how foundation resources and expertise can be successfully deployed to create the conditions for effective work against discrimination.

This publication will be of interest to all types of foundations and independent funders whether large, small, generalist or specialist. It is intended as a tool for those wanting to advance equality in their

¹ Foundations including grantmaking or operational foundations, trusts, corporate foundations, charities and others having their own funds or regular source of income and their own board of trustees.

programmes, funding and activities as well as for those eager to include diversity within their own organisations. Finally, it is hoped that this report will encourage foundation practitioners to think about putting equality into practice within their foundations' work.

The report is divided into three sections. The first section sets out the context of the EU anti-discrimination framework which serves as inspiration for this EFC initiative. The second section provides an overview of the quantitative data collected, identifying some initial trends which help shed light on the nature and perceived role of foundations' activities in the field. The final section lists case study examples of activities carried out and supported by foundations, assessing the extent to which their work complements the identified priorities as set out by the EYEO.

1. Context

1.1. European Year of Equal Opportunities for All

In January 2007, the European Commission carried out a Eurobarometer survey of discrimination across the EU.² Results indicated that a large proportion of Europeans believe that, in spite of all the legislative efforts undertaken at EU and national levels, discrimination in Europe is still widespread. This is symptomatic of the fact that despite the phenomenal momentum the EU has provided to the principles of equal treatment and non-discrimination, their application in practice has been limited.

From June to August 2004, the Commission conducted a consultation on equality and non-discrimination in the enlarged EU³ which acknowledged that along with the importance of anti-discrimination policy, there existed a need for further efforts to ensure that the principle of non-discrimination was implemented effectively. This consultation led to the *Framework strategy on non-discrimination and equal opportunities for all*⁴ which set out with the objective of matching the legal framework of anti-discrimination with further complementary action to effectively tackle the structural barriers still faced by vulnerable groups.

The 2007 European Year of Equal Opportunities for All (EYEO)⁵ is the centrepiece of this framework strategy. In particular, the European Year responds to several of the key issues raised by respondents: the need for further awareness-raising initiatives; the need to tackle discriminatory attitudes and behaviour; and the need to inform people about their legal rights and obligations. The three main goals of the Year are:

- To make people aware of their rights;
- To promote equal opportunities for all; and
- To illustrate the benefits of diversity.

Activities of the Year are organised around four core themes:

- **Rights:** raising awareness of the right to equality and non-discrimination and of the problem of multiple discrimination
- **Representation:** stimulating a debate on how to boost the participation of underrepresented groups in all sectors and at all levels of society and highlighting the need to promote and develop policies and initiatives to increase their participation
- **Recognition:** facilitating and celebrating diversity and equality
- **Respect:** promoting a more tolerant and cohesive society

² *Special Eurobarometer 263: Discrimination in the European Union*. January 2007.

³ *Green Paper on equality and non-discrimination in an enlarged EU*. COM(2004)379 final

⁴ *Communication on Non-Discrimination and equal opportunities for all – A framework strategy*. COM(2005)224 final

⁵ Decision 771/2006/EC of 17 May 2006 establishing the European Year of Equal Opportunities for All (2007) – towards a just society.

All four themes focus on discrimination against individuals or groups owing to their age, religion or belief, disability, racial or ethnic origin, gender or sexual orientation. The Year also seeks to address the issue of multiple discrimination and gender issues as part of all activities undertaken.

Both the European Year and the overall framework strategy aim to provide a new drive towards ensuring the full application of EU anti-discrimination legislation which has witnessed much progress in recent years but has also encountered many obstacles and delays. The focus of the Year 2007 is also a clear signal that involvement from civil society partners and organisations is needed for the EU anti-discrimination legislation to be effectively implemented.

The European Commission publication, *Combating Discrimination – A Training Manual*,⁶ emphasises this key role of NGOs as interlocutors in the implementation of EU anti-discrimination legislation. Although the manual was originally designed as a capacity-building tool for NGO practitioners to effectively understand and contribute to implementing the EU anti-discrimination Directives (2000/43/EC and 2000/78/EC), it also gives an indication of the perceived role of these organisations within the EU strategy. The training manual identifies three main areas where the contribution of NGOs may prove most effective in advancing anti-discrimination efforts. These are:

- **Awareness-raising**
- **Monitoring and influencing the development of policy and law**
- **Supporting individual victims**

This report opens up the debate on whether foundations' activities can be complementary to these established NGO objectives, as well as identifies other areas where they can contribute most effectively to the promotion of equal opportunities and the fight against discrimination in Europe and beyond.

⁶ European Commission. 2006. *Combating Discrimination – A Training Manual*.

1.2. Europe and the challenge of discrimination

The European Community has long been active in the fight against discrimination. For many years the focus was on preventing discrimination on the grounds of nationality and gender discrimination. 1997 was a major turning point when the Member States agreed to some far-reaching changes to the Treaty (See Figure 1: A decade of EU anti-discrimination policy). Following the entry into force of the Amsterdam Treaty, under Article 13, the Community was given new powers to combat discrimination on the grounds of racial or ethnic origin, religion or belief, disability, age and sexual orientation, and the power to combat sex discrimination was widened.⁷ This commitment was reinforced three years later, in 2000, through the adoption of the Race Directive⁸ and the Employment Framework Directive.⁹

1997

European Year Against Racism

1999

Amsterdam Treaty enters into force, introducing a non-discrimination article, Article 13, into the EC Treaty → *Binding*

Article 13: “Without prejudice to the other provisions of the Treaty and within the limits of the powers conferred by it upon the Community, the Council, acting unanimously on a proposal from the Commission and after consulting the European Parliament, may take appropriate action to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation.”

2000

Directive to implement equal treatment irrespective of racial or ethnic origin (Council Directive 2000/43/EC) → *Binding law to be incorporated into national law*

Directive establishing a framework for equal treatment in employment and occupation on the grounds of religion or belief, disability, age and sexual orientation (Council Directive 2000/78/EC) → *Binding law to be incorporated into national law*

Community Action Programme 2001-2006 to combat discrimination on all the grounds listed in Article 13 (Decision 2000/750/EC)

EU Charter of Fundamental Rights proclaimed → *No binding force until ratified*

Article 21: “Any discrimination based on any ground such as sex, race, colour, ethnic or social origin, genetic features, language, religion or belief, political or any other opinion, membership of a national minority, property, birth, disability, age or sexual orientation shall be prohibited”

2004

Directive implementing the principle of equal treatment between women and men in the access to and supply of goods and services (Directive 2004/113/EC) → *Binding law to be incorporated into national law*

⁷ Article 13 of the *Amsterdam Treaty establishing the European Community* reads “the Council, acting unanimously on a proposal from the Commission and after consulting the European Parliament, may take appropriate action to combat discrimination based on sex, racial or ethnic origin, religion or belief, disability, age or sexual orientation.”

⁸ Council Directive 2000/43/EC implementing the principle of equal treatment between persons irrespective of racial or ethnic origin.

⁹ Council Directive 2000/78/EC establishing a general framework for equal treatment in employment and occupation.

Green Paper on equality and non-discrimination in an enlarged EU, COM(2004)379 → *Consultative, no binding force*

2005

Communication on Non-Discrimination and equal opportunities for all – A framework strategy COM(2005)224 → *No binding force*

2006

Community Programme 2007-2013 for employment and social solidarity – PROGRESS (Decision 2006/1672/EC). PROGRESS is a funding programme that provides financial support for the implementation of the European Union's objectives in the field of employment and social affairs, including anti-discrimination.

2007

European Year of Equal Opportunities for All (Decision 2006/771/EC)

Figure 1: A decade of EU anti-discrimination policy

The Race and Employment Framework Directives were designed to provide a minimum standard of protection and prohibit discrimination on the grounds of racial and ethnic origin, religion or belief, age, disability or sexual orientation and were later complemented by a Directive on the prohibition of gender discrimination in goods and services¹⁰ (See Figure 2: The EU Community Equality Directives at glance).

The Racial Equality Directive 2000/43/EC (Race Directive)

- Implements the principle of equal treatment between people irrespective of racial or ethnic origin
- Gives protection against discrimination in employment and training, education, social security, healthcare and access to goods and services
- Contains definitions of direct and indirect discrimination, harassment and victimisation
- Gives victims of discrimination the right to make a complaint through a judicial or administrative procedure, associated with appropriate penalties for those who discriminate
- Shares the burden of proof between the complainant and the respondent in civil and administrative cases
- Provides for the establishment in each Member State of an organisation to promote equal treatment and provide independent assistance to victims of racial discrimination

The Employment Equality Directive 2000/78/EC (Employment Framework Directive)

- Implements the principle of equal treatment in employment and training irrespective of religion or belief, sexual orientation and age in employment and training
- Includes identical provisions to the Racial Equality Directive on definitions of discrimination, rights of legal redress and the sharing of the burden of proof
- Requires employers to make reasonable accommodation to cater for the needs of a person with a disability who is qualified to do the job in question
- Allows for limited exceptions to the principle of equal treatment, for example to preserve the ethos of religious organisations or to allow special schemes to promote the integration of older or younger workers into the labour market

Figure 2: The EU Community Equality Directives at glance (Source: Stop Discrimination)

Even though most Member States have effectively incorporated the Directives' provisions into their national legislation, indicators show that, the application of these, in practice, is less than

¹⁰ Council Directive 2004/113/EC implementing the principle of equal treatment between men and women in the access to and supply of goods and services.

satisfactory.¹¹ An example of this is the fact that, as of June 2007, at least 14 Member States had failed to fully implement EU rules banning discrimination on the grounds of race or ethnic origin.¹²

Mindful of this reality, the European Commission, in its Framework Strategy on non-discrimination and equal opportunities, sets out to ensure that EC anti-discrimination legislation is fully implemented and enforced. The Strategy also looks at what more the EU and its partners can do to tackle discrimination and promote equality, beyond legal protection of people's rights to equal treatment. As such, the EYEO provides a platform for promotion, networking, knowledge-sharing and partnership both with public and private stakeholders, including foundations.

The following section analyses the results of the survey in order to identify what these observations may represent with respect to EU strategy as well as the relationship between foundations and other stakeholders and the overall role of foundations in combating discrimination and promoting equal opportunities.

¹¹ For more information see: European Union Agency for Fundamental Rights. 2007. *Report on Racism and Xenophobia in the Member States of the EU* and European Network of Legal Experts in the Non-Discrimination Field. 2006. *Developing anti-discrimination law in Europe*.

¹² "Commission acts to close gaps in race equality rules" IP/07/928 of June 27, 2007.

2. Survey on Actions in Equal Opportunities and Non-discrimination

2.1. Methodology

The purpose of this analysis is to document foundations' involvement and practices in the fields of equal opportunities and non-discrimination. The report does not seek to establish the scope or extent of this involvement or set out a paradigm, but rather to identify from the data collected the main issues arising and illustrate some selected cases of practice.

It is hoped that this review will provide a preliminary insight into trends in foundation activities in a field which may be subject to further research. The analysis presented is based on the information collected from a survey conducted by the European Foundation Centre (EFC). A questionnaire (See Annex II) was sent to 272 of the EFC's members and partners which were identified as actively funding or operating in the field. The sample was selected based on previous mapping studies and reports published by the EFC on issues relating to anti-discrimination and equal opportunities.¹³

88 replies were received in total, the majority of which (80%) were provided by EFC member foundations. Of the replies received, 74 (84%) were from organisations that identified themselves as active in the field of equal opportunities and non-discrimination. The contribution of these 74 foundations is the focus of this analysis. Out of these, about one-quarter (20) identified equal opportunities/non-discrimination as their main programmatic area of interest.

The foundations targeted in this survey were asked to provide a brief description of one or more of their activities undertaken in the fields of equal opportunities and non-discrimination. Most respondents provided between one and three examples for inclusion in the survey. Initial information was later supplemented by further relevant web-based and literature research carried out by the EFC Secretariat.

¹³ *EFC Members working on Gender Issues* (2006); *Mapping European independent funders' initiatives on migrant integration* (2006); *Mapping European Independent Funders' Initiatives on Ageing* (2005); *EFC Mapping on Independent funders (foundations and corporate funders) activities in the disability field* (work in progress); *Funding vocational training and employment for people with disabilities: Guidelines for Good Grantmaking Practice* (2003).

2.2. Geographic origin of respondents

The foundations surveyed were spread across 22 countries as follows:

Country	Number of Foundations
United Kingdom	14
Spain	8
Germany	7
Belgium	6
Netherlands	6
Italy	5
France	4
Switzerland	4
United States	4
Hungary	2
Poland	2
Portugal	2
Bulgaria	1
Czech Republic	1
Denmark	1
Estonia	1
Finland	1
Ireland	1
Jordan	1
Russia	1
Sweden	1
Ukraine	1

Figure 3: Geographical spread of foundations surveyed

The survey found a significant proportion of respondents to be based in the United Kingdom, a country that early on showed a political commitment to setting up mechanisms to tackle discrimination, a prime example being the establishment of the 1976 Commission for Racial Equality. The majority of respondents were based in Western Europe, while a small proportion were from Eastern Europe and outside Europe.

2.3. Typology

The types of funders identified in this report are represented in Figure 4.

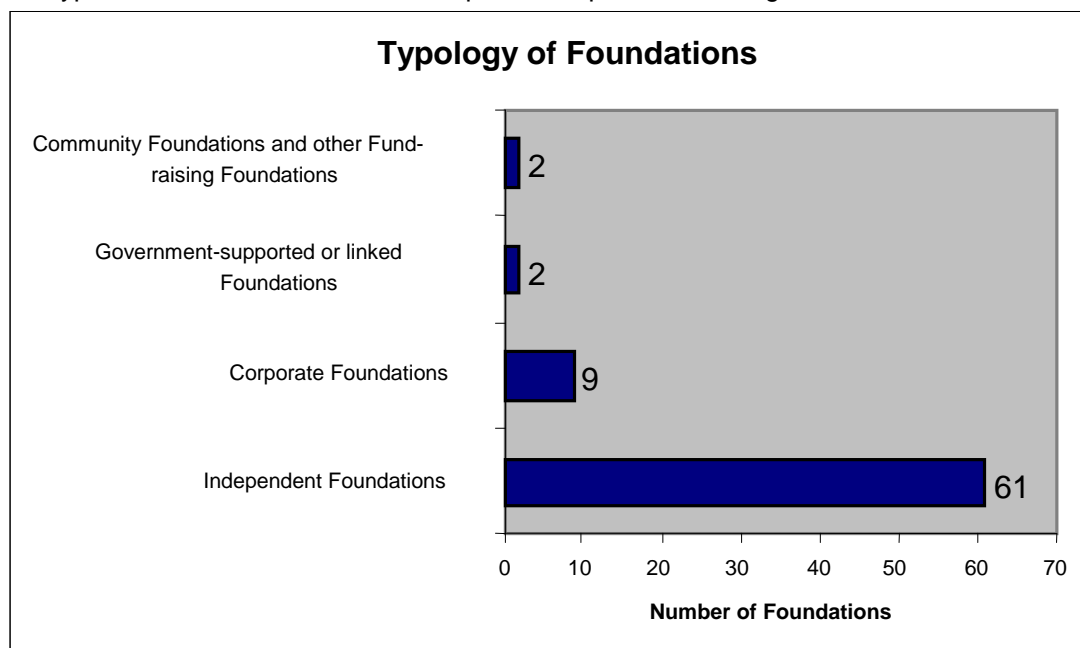


Figure 4: Typology of foundations surveyed

The respondents were divided into five broad categories, each comprising various sub-categories, according to their characteristics as defined below.¹⁴

- **Independent foundations:** those in which the original endowment establishing the foundation usually comes from an individual or family donation. Independent foundations also cover prize-giving foundations, and those that receive funding from lottery proceeds. Independent foundations are directed by a board of trustees. Capitals and proceeds from their endowment are used to make grants and operate programmes.
- **Corporate foundations:** separately constituted foundations established by a company, which depend primarily on annual support from that company for their programmes. In a corporate foundation, the majority of trustees of the governing board are employees or board members of, or individuals retired from, the donor company. The distribution of financial resources is done either through grantmaking, operational programmes or a combination of the two.
- **Government-supported or government-linked foundations:** those whose funding generally comes directly from the government, although other sources of income may be sought. The government body that established the foundation controls the key positions of the trustees, although it may include trustees from outside the government. The distribution of financial resources is done either through grantmaking, operational programmes or a combination of the two.
- **Community foundations:** foundations whose main mission is to improve the quality of life of the communities that they cover geographically. They do this by involving local citizens and by generating new permanent resources (collection of endowed funds contributed by many donors). The distribution of financial resources is done mainly through grantmaking which is limited to a specific geographic community.

¹⁴ A detailed description of these foundation types is provided in the *EFC Typology of foundations in Europe* and European Foundation Centre. 1999. *European Foundation Fundamentals*. Brussels, European Foundation Centre Orpheus Programme.

- **Fundraising foundations:** refers primarily to foundations which are in the process of transition where they are attempting to establish their own assets and thus require a continual flow of financing in the interim. Fundraising foundations aim to become grantmaking institutions.

The vast majority of foundations that are included in this analysis (82%) are independent foundations, which accurately represents the composition on the European foundation sector. Among these responding independent foundations, about one-third were independent trustee-controlled foundations. Independent operating foundations comprised about 20% of the respondents. 12% were corporate funders while government-linked, community foundations and other fundraising foundations represented only 3% each of the sample. For the purposes of the study, any respondent not belonging to one of the aforementioned categories was excluded from the analysis.

2.4. Discriminated groups

Respondents were asked to identify the target group(s) of their programmes or activities. As such, they were requested to choose among the six grounds for discrimination set out in Article 13 of the EC Treaty: age, disability, gender, racial or ethnic origin and religion or belief. The proportional results of foundations working on combating discrimination on these different grounds are shown in Figure 5.

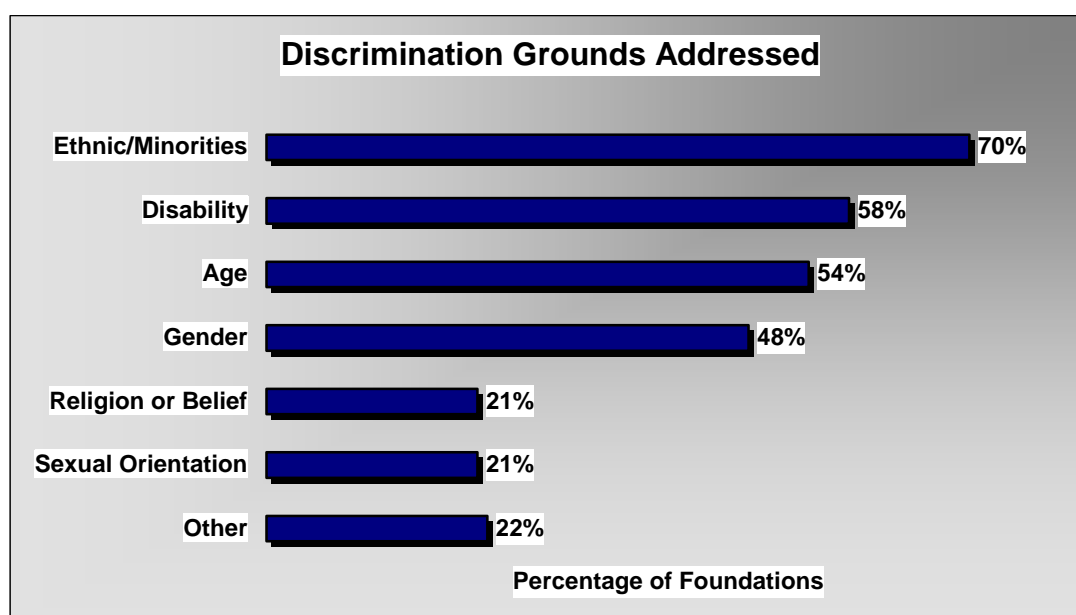


Figure 5: Foundations' target groups of discrimination

At 70%, race or ethnic origin was by far the priority area of discrimination targeted by the majority of responding foundations. Disability was addressed by 58% of the respondents, followed closely by age at 54%. Almost half (48%) of the foundations identified gender discrimination as one of the grounds which they deal with and lastly, religion or belief and sexual orientation were the least popular among the grounds of discrimination, each chosen by 21% of respondents. The majority of foundations promoted equal opportunities and non-discrimination along the lines of more than one of the grounds (three to five), with some tackling all six.

Respondents were also asked to identify other grounds of discrimination, falling outside of the EU Framework Directives, where they were actively engaged. A majority of those choosing this option specified work with vulnerable populations suffering from discrimination on the grounds of socioeconomic status. Other grounds mentioned included discrimination on the basis of residence, such as rural populations; legal status, such as prisoners and undocumented migrants; and educational levels.

2.5. Objectives of selected projects

The survey aimed to identify the specific objectives sought by foundations' projects addressing equal opportunities and non-discrimination. Respondents classified their project(s) according to nine objectives drawing upon the key lines of action identified by the EU in the European Year of Equal Opportunities for All and overall anti-discrimination framework. These were (to):

1. **Empower members** of groups that are discriminated against
2. **Increase the participation** of underrepresented groups in society
3. **Change policies** / shape policies for equal treatment
4. **Raise awareness** and promote the benefits of diversity and equality among the public
5. **Develop partnerships** with public authorities to promote equal opportunities
6. **Inform the public** at large and in particular people facing any type of discrimination of their rights
7. **Promote research** and policy analysis on equal opportunities
8. **Promote the mainstreaming of equal opportunities and diversity in the project/organisations funded**
9. **Mainstream opportunities and diversity in your own organisation**

Figure 6 illustrates the number of respondents choosing each of the objectives.

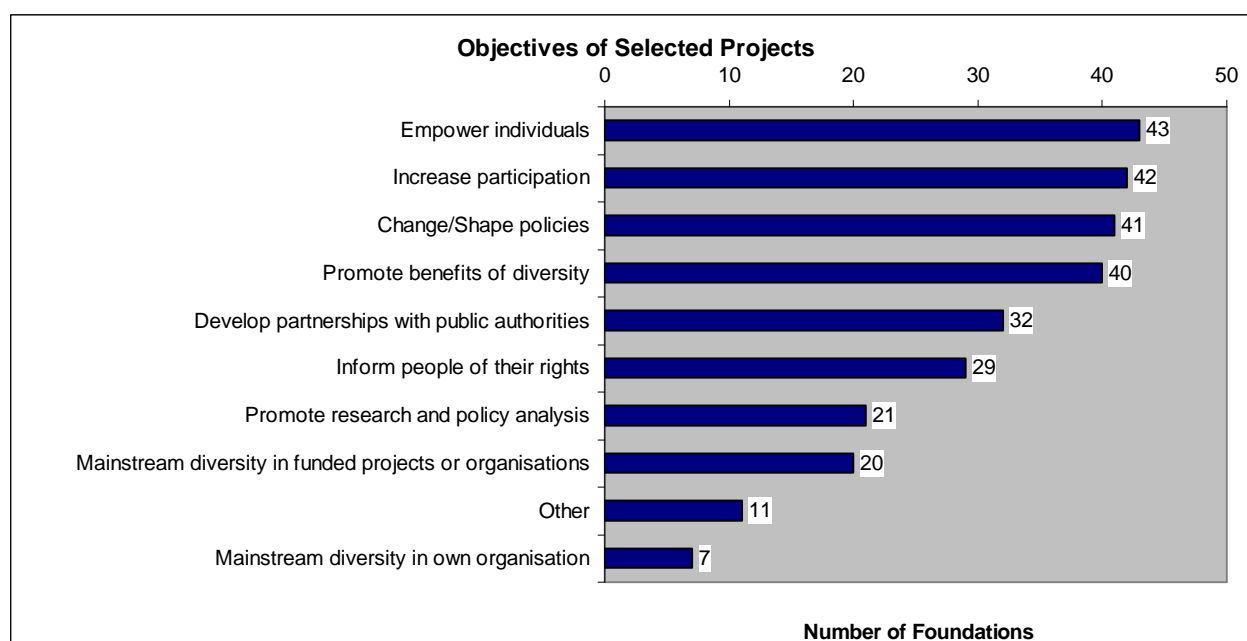


Figure 6: Objectives of selected projects

The purpose of listing a broad set of prescribed objectives, rather than investigating specific project aims, was to facilitate an effective cross-analysis of the outcomes and types of activities supported by independent funders. Furthermore, two of the objectives listed, relating to the mainstreaming of diversity, would have prompted respondents to present a more inward-looking face of their equal opportunities work.

Most respondents presented projects which boasted more than one objective, without specifying any hierarchy among them. **The majority of the programmes had as an objective to empower or increase participation among groups who are discriminated against** (43 and 42 respectively). Some projects (41) also aimed at changing or shaping policies and about half of the projects (40) were striving to raise awareness and promote the benefits of diversity among the public. 29 of the selected projects had as one of their aims to inform the larger public and specific groups facing any type of discrimination. An even smaller number of cases (21) promoted research and policy analysis on equal opportunities. A minority (7) of respondents indicated mainstreaming equal opportunities and diversity within their organisations as one of their objectives.

2.6. *Geographic focus of projects*

Respondents were asked to state the category of their project's geographic focus based on the following choice:

- **Local:** programmes set and taking place at community level
- **Regional:** programmes involving one or more regions within the same country
- **Countrywide:** programmes taking place across the country or aiming to have a national impact
- **Transnational:** programmes taking place across national boundaries or aimed at having an effect outside national borders

Although not all respondents replied to this question, some trends were observed from feedback, most notably that **the majority of the described projects had a countrywide focus**. This was followed by about a fifth (16) which were conceived at the transnational level and a smaller number focusing primarily on the regional and local levels (14 and 13 respectively). It is important to note that initiatives having a countrywide or transnational focus can also have an impact at local level, the same way that local-based projects may end up having a broader impact.

The nature of projects in some instances correlated with their geographical focus; for example projects which had as an objective 'changing and shaping policies' had a predominantly countrywide focus. The type of foundation and its geographic origin may also in some cases impact on the geographical scope of its programmes; for example, traditional Italian banking foundations usually fund projects with a local or regional focus.¹⁵

¹⁵ "Concerning the geographical distribution of Italian foundations, although specific and recent surveys on this topic are still unavailable, we may generally consider that most Italian foundations concentrate their activities at local (regional) or national level" *A European map: Key data on the dimensions of the foundation sector in the EU – Italy*. 2005. Paper prepared by Alessandro Monteverdi, Centro di Documentazione sulle Fondazioni – Fondazione Giovanni Agnelli.

2.7. Financial data

Foundations were also requested to provide a variety of financial information.¹⁶ 41 respondents (55%) provided their budgets for 51 described programmes in the aggregate survey response. These varied significantly in size, ranging from €5,000 to approximately €33 million. The projects' budgets broken down according to range of expenditure produce results as shown in Figure 7.

Budget Range (€)	Number of Projects	Percentage of Projects
5,000 - 100,000	15	29
100,000 - 500,000	12	24
500,000 - 1,000,000	11	22
1,000,000 +	13	25

Figure 7: Project expenditure for equal opportunity activities

Two particularly large projects were described, one estimated at €12.6 million and the other at €33 million. **The aggregate expenditure of all 51 projects presented was €972 million.**

A smaller number of respondents (25) were able to provide approximate data relating to their foundations' expenditures on equal opportunity and non-discrimination activities. These expenditure data range from €40,000 to over €30 million as follows:

Foundation Expenditure on Equal Opportunities (€)	Number of Respondent Foundations
40,000 - 100,000	5
100,000 – 1,000,000	5
1,000,000 - 10,000,000	9
10,000,000 +	6

Figure 8: Foundation expenditure for equal opportunity and non-discrimination activities

In this case, the total expenditures on equal opportunities and non-discrimination among these 25 foundations were approximately €174.2 million.

Finally, the total assets for 49 of the foundations involved in the survey were collected from the EFC foundations' profiles database. The collective total assets for these 49 foundations amounted to €67.5 billion with a broad range of these identified as having assets between €315,000 and over €3.5 billion.

¹⁶ Budgets converted into Euro using the 31/12/2006 exchange rate: British Pound = 1.48516 Euro, US dollars = 0.75742 Euro, Jordanian Dinar = 1.07667 Euro. For projects describing expenditures over a number of years, the total budget was divided evenly among the number of years.

3. Case Studies

Having looked at some initial trends in the involvement of foundations in equal opportunities, this section will now illustrate the specific types of projects and activities that some are undertaking in this area, and will highlight the potential role that those which are not active in the field can have in promoting equal opportunities and combating discrimination.

A total of 110 projects operated/supported by the 74 independent funders and foundations surveyed have been considered in this analysis. The majority of these have been featured and briefly described in the following section through case study examples of their work in this area. Support ranges from core funding for organisations dedicated to the fight against discrimination, to equal opportunities programmes funded by a foundation with a broader mandate such as tackling social exclusion. Most independent foundations described funding for projects or organisations managed by other organisations but a number presented initiatives operated by themselves directly. Although some of the projects described were specifically designed to cater to a type of vulnerable population, many were initiatives that had a general mandate of tackling discrimination or combating social exclusion and did not have a predefined target group.

The selected case studies have been divided according to the four main themes of the European Year of Equal Opportunities for All (EYEO),¹⁷ which are:

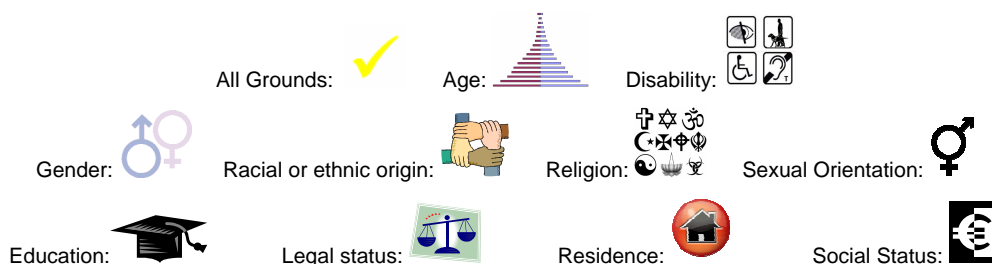
- **Rights:** raising awareness of the right to equality and non-discrimination and of the problem of multiple discrimination
- **Representation:** stimulating a debate on how to boost the participation of underrepresented groups in all sectors and at all levels of society and highlighting the need to promote and develop policies and initiatives to increase their participation
- **Recognition:** facilitating and celebrating diversity and equality
- **Respect:** promoting a more cohesive society

Results reveal that many of the projects employ a transversal approach to equal opportunities and non-discrimination and address more than one of the Year's themes. However, for the sake of clarity in this report, the projects are listed under their primary focus. Within each theme, case studies are divided according to the grounds they address.

Over 50% of the described projects fall within the representation strand. Approximately 26% have as their main aim the promotion of rights and the raising of awareness about them and 11%, the promotion of tolerance and elimination of stereotypes. Finally, only three of the described projects work to facilitate and celebrate diversity and equality.

¹⁷ Article 2 of the Decision establishing a European Year of Equal Opportunities for All (Decision 771/2006/EC)

For the sake of clarity, the following symbols have been used to aid visual identification of the grounds of discrimination which the subsequent case studies outlined aim to address.



3.1. Representation

Respondents provided 62 examples (over 50%) of initiatives that aimed at stimulating the debate on how to boost the participation of underrepresented groups in society and develop programmes and policies which increase their participation. The bulk of these (68%) support or operate projects aimed at having a bearing on representation of disadvantaged groups in different components of society, be it by promoting equal access to education (16%), employment (21%) or by giving groups the tools and skills necessary to become full participants of their communities (31%). A minority of other projects aimed at institutionalising equal opportunities by either promoting research and dialogue, which have a bearing on the promotion of equal opportunities (7 cases), or by developing partnerships with public authorities as a means to enhance the promotion and sustainability of non-discriminatory practices (4 cases).

Research has shown that in order for NGOs to work effectively, they not only need to raise awareness of the issues they promote but also the public's awareness of themselves as organisations.¹⁸ The same may be said for foundations. Available information suggests that foundations are, through mainstreaming diversity, practicing what they preach.¹⁹ In the following section are a few examples of how foundations are promoting mainstreaming through their grantmaking by applying a 'diversity lens' and also by mainstreaming diversity within their own organisations through employment and board recruitment practices.

3.1.1. Accessing education



Cera SCRL, Poticus, the Queen Paola Foundation and the Institut Supérieur du Travail, (Belgium), have developed a joint project, "ECOLE+ Plate-forme pour une école sans exclusion" which supports school initiatives in Belgium aimed at creating a teaching environment that is more accessible to socially disadvantaged groups. It aims to put into practice a strategic and scientific vision of equal opportunities in teaching and provides schools with didactic material, information and financial support needed to support this vision.

¹⁸ European Commission. 2006. *Combating Discrimination – A Training Manual*.

¹⁹ For more information read: Doven, R. and Ellis, F. 1995. *Fairness in Funding*. London, Association of Charitable Foundations; ACTAF. 1996. *Equality of Opportunity: A framework for Community Foundations*. London, Associations of Community Trusts and Foundations; Burbridge et al. 2002. *The Meaning and Impact of Board and Staff Diversity in the Philanthropic Field*. Joint Affinity Groups.



The **Open Society Institute - Sofia** (Bulgaria) is undertaking a project to promote the integration of children with intellectual disabilities into the mainstream education system. To achieve this goal, the project has as its key objectives to assess the quality and effectiveness of integrated education of children and youth with intellectual difficulties in the general education schools; to propose measures for improving the integration process; and to identify key challenges as well as integration success stories in order to find successful models which can be replicated. As part of its activities, the project will develop and test a methodology to evaluate the efficiency and quality of education services provided to children with special educational needs; tools for monitoring and supervision of integrated education; as well as practical and efficient tools to evaluate performance of these children.



The **Stefan Batory Foundation's** (Poland) "Equal Opportunities" programme supports organisations that work to provide equal access to education for school children and youth from small towns and low-income families as well as to those that strive to counteract the social exclusion of disabled children from poor communities and neglected areas and, through innovative forms of therapy, aim to enhance their opportunities in life. In the framework of this Programme, the Stefan Batory Foundation operates two projects: the "Local Scholarship Funds" project, which offers technical and financial assistance to organisations that set out to create local scholarship programmes for children and youth; and the "Rainbow Academy" project, which offers grants for organisations that run integration, educational and art therapy programmes to prevent social exclusion of disabled children.



Fundación Instituto de Empresa (Spain), through an agreement with the Consejería de Empleo y Mujer de la Comunidad de Madrid (Council for Women and Employment of Madrid), has recently launched a scholarship programme devoted specifically to women graduates of the Autonomous Community of Madrid, which provides opportunities for this grouping to take up business administration studies at the Instituto de Empresa.



Fundação Assistência Médica Internacional (AMI) (Portugal) supports "Food at School", a nutrition project in Gambos, Angola, which aims to improve the conditions necessary to stimulate opportunities for disadvantaged children, particularly girls, to attend school.



BürgerStiftung Berlin (Germany) supports through its "Joy of Reading" programme the "Bilderbuchkino" (Picture-Book Cinema) project which, through innovative means, aims to provide access to picture books. A picture-book cinema is performed for children in schools by showing slides of a picture book while having the text read in both German and Turkish or Arabic, therefore promoting reading to the children while at the same time encouraging parents of immigrant minority children to get involved in their child's learning experience.



The **Freudenberg Stiftung** (Germany) has started an initiative entitled "One Square Kilometre Education" which aims to improve pupils' achievements and well-being and ensure that every child fulfils their potential. The programme is implemented in pre-schools, as well as elementary and secondary schools in disadvantaged neighbourhoods where there is an immigrant majority, in Berlin, Wuppertal and other German cities. Partners for this project include centres for integration, education

and democracy in 43 German cities. Two important success factors in the implementation of this programme have been the active support of the local mayors and of the schools' headmasters.



The **Jacobs Foundation** (Switzerland) funds a summer camp programme aimed primarily at children from immigrant families who wish to improve their second language skills, thus enabling them to improve their academic performance in school. The outcomes of the programme are carefully evaluated to generate knowledge and practice that can be effectively replicated in future projects.



Robert Bosch Stiftung (Germany) has a scholarship programme, "Talent im Land", aimed at gifted students from immigrant families. The project supports talented and dedicated young students from immigrant families in Germany by enabling them to pursue their academic goals and become role models for other students in the same situations.



The **Roma Education Fund** (Hungary) is a collaborative foundation project, created at the initiative of the World Bank and the Open Society Institute, to help close the gap in education outcomes between Romas and non-Romas. The aim of the Fund is to increase the sustainability of initiatives to improve the educational status and performance of the Roma population in Central and Eastern Europe. Foundations involved in the first phase of this initiative include Freudenberg Foundation, Barrow Cadbury Trust, Evens Foundation, Stiftung "Erinnerung, Verantwortung und Zukunft" and the Charles Stewart Mott Foundation. The collaboration is supported by the Network of European Foundations for Innovative Cooperation (NEF).

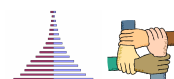
3.1.2. Accessing employment



The **Rehabilitation Foundation's** (Finland) Center for Rehabilitation, Research & Development supported the "Majakka-Beacon" programme in Finland which is aimed at empowering the rehabilitation and employment service to promote full inclusion of people whose employment and everyday lives is hindered by cultural, language, health and other social barriers. The Center designed and organised a comprehensive training programme for trainers and undertook an information campaign focusing on employers, employer organisations and immigrant communities.



ZEIT-Stiftung Ebelin und Gerd Bucerius' (Germany) "Lern-Werk" initiative supports German students from difficult neighbourhoods who display special learning needs in secondary schools and, through practical training, aims to prepare them better for the labour market.



The **Robert Bosch Stiftung** (Germany) supports LISA, "Local Initiatives to Integrate Young Resettled Ethnic Germans in Vocational Training and Professional Life", a programme whose goal is to help Russian-speaking young people take advantage of educational and training opportunities and to enable a smooth transition from their school to working life.



Fundació Privada Èxit (Spain) supports a programme, “Insertion Itineraries”, which aims to boost the socio-economic opportunities of young people from disadvantaged communities in Spain by offering high-school drop-outs access to the labour market. The programme is implemented in partnership with private companies and involves an initial analysis and assessment of workforce demand. Vocational training is provided for young people to meet these demands and those that successfully complete their training are subsequently offered work placements with the partnering companies.



The **Stiftung Digitale Chancen** (Germany) promotes job market access for disadvantaged youth by supporting the “Surfen zum Job” project, which provides training for German youth to effectively perform online job searching and thus increases their opportunity to access the labour market.



Fondation Internationale Carrefour (France), as part of its social justice activities, provides support for reintegration, schooling, vocational training and internship opportunities for people with disabilities.



Fundación ONCE (Spain) manages, monitors and controls the operational programme of the “fight against discrimination in Spain”, which has as its main aim to improve employability of individuals suffering from social exclusion. Actions consist of workshops, capacity-building, research and information dissemination, as well as running of concrete initiatives such as Discapnet, a disability-related portal aimed at improving the social and employment integration of people with disabilities.



Fundación para la Promoción del Minusválido – PROMI (Spain) runs a project entitled “Suitable Employment”, the aim of which is to set up a training model of employment for people with disabilities. Under this project, a team of professionals working in the disability field was set up to evaluate and set out criteria that was then formulated into a training manual specifically for disabled people.



Microsoft EMEA's (Belgium) “Unlimited Potential” grants support innovative partnerships across Europe which are aimed at encouraging the employability of vulnerable populations such as the unemployed, older workers and people with disabilities. Examples of grants include “PC's Against Barriers” which aims to increase ICT literacy skills of disabled people in the Czech Republic to help improve their chances of finding a job. Another project funded under this programme is “Computerwijk – Taking participants one step closer to employability”, which helps residents of three municipalities in Amsterdam to overcome isolation and enhance their opportunities for continued education and employability.



Fundación Instituto De Empresa (Spain) in partnership with Effat College in Jeddah, Saudi Arabia, promoted entrepreneurship among women in Saudi Arabia by supporting a training programme which aimed to provide Saudi Arabian women with the requisite skills and knowledge to enhance their potential to succeed in the business environment. The involvement of successful female entrepreneurs as role models was the high point of the programme's implementation.



The **Carpathian Foundation** (Hungary) through its Romanet programme, promotes economic development projects which decrease unemployment and improve the life of Roma communities within the Carpathian Euroregion. One of the grants awarded under this programme was the “Courses of Carpentry Skills for Roma”, which provided carpentry courses and training workshops that ultimately boosted employment opportunities for the Roma community.



The **Fundação Calouste Gulbenkian** (Portugal) funds a project designed to gain national legal recognition for the qualifications and experiences of immigrant doctors and nurses in Portugal. The programme provides conditions which give immigrant doctors and nurses working outside of their medical profession in Portugal the opportunity to go through the process of having their academic qualifications recognised by the Faculty of Medicine.



Rabobank Foundation (Netherlands) supports the “Stichting Lezen & Schrijven” (Reading & Writing foundation) initiative in the Netherlands which promotes the full participation in society of vulnerable individuals who are marginalised from society due to literacy-related problems.

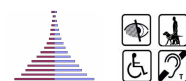
3.1.3. Increasing participation in society



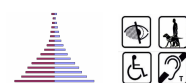
Cera SCRL (Belgium) supports a “Culture et démocratie” programme to encourage vulnerable populations in Belgium to become part of their cultural environment. Victims of social exclusion are brought together with professional artists who work with them to conceive and produce an artistic production, while working with partners that can ensure the continuity of this project. The aim of the project is to make the social and cultural sector receptive to the needs of vulnerable populations as well as to promote mutual respect and understanding through culture.



Nadace rozvoje občanské společnosti - NROS (Czech Republic) supported a programme to improve the active participation and involvement of pensioners and senior citizens in Czech society. The project aimed to improve access to information, education and communication, increase awareness about the consequences of legislation for the target group and, at the same time, develop partnerships with stakeholders to improve the provision of services to this section of the population.

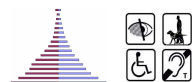


The **Fondation Leroy Merlin** (France) supports the participation of disabled and elderly people in society by promoting the improvement of housing conditions for these segments of the population. The foundation supports projects that conduct research in the field of accessible housing, create or provide services to address the needs of people with disabilities, senior citizens or dependent people as well as raise awareness about the issues related to the living conditions of the most vulnerable.



The **Fondazione UMANA MENTE** (Italy) supports “La Musa” (The Muse) project in Milan which promotes the participation of children with congenital pathologies and both psychic and mental

disabilities. Children are exposed to orchestral music therapy that, through integrated musical, multimedia and cognitive intervention, improves their chances of rehabilitation.



The **Joseph Rowntree Foundation** (United Kingdom), in an effort to tackle the bad quality and inaccessibility of British households, developed the “Lifetime Homes” concept. These include 16 accessibility and design features to make a home flexible enough to meet the changing needs of most people at all stages of life, including older people, people with temporary or permanent disabilities and families with young children. These standards have been used in public and private developments in both the UK and abroad.



The **Fundación General de la Universidad Autónoma de Madrid** (Spain), in cooperation with FEAPS (the Spanish Confederation of Organisation for People with Intellectual Disabilities), has carried out the “Easy to Read” programme, aimed at developing a methodology that enables the adaptation of literature and news in the Spanish language into an easy-to-read format for people (including those from immigrant communities) that experience reading difficulties or have limited literacy and language skills, including people with intellectual disabilities, the hearing-impaired, and elderly people with cognitive disorders.



The **Egmont Fonden** (Denmark) supports a joint project with the Oak Foundation and the Ministry of Refugee, Immigration and Integration Affairs, entitled “Focusing on Children and Young People During the Asylum-seeking Period – an integration and rehabilitation project for vulnerable asylum seekers at Kongelunden Asylum Centre”. The initiative, commonly known as Project Focus, is run by the Danish Red Cross and has as its general aim to help improve the well-being of the targeted families. The project takes a holistic approach to the family, supporting the development of a positive family identity which can help make life a little less bleak for both children and parents at the Kongelunden Asylum Centre.



The **Abbey Charitable Trust** (United Kingdom) provides funding to the Northamptonshire Association for the Blind in the UK to run a project which provides training for the visually impaired to help them effectively manage their finances. Topics covered include budgeting, understanding savings, internet banking, income and capital gains tax.



The **City Bridge Trust** (United Kingdom) supports a programme which aims to increase the independence and participation of disabled people in society. The programme supports work which improves access to transport and buildings for people with disabilities as well as providing them opportunities to participate in arts and leisure activities.



Fondazione Cariplo (Italy) supports the “Dopo di noi” programme which aims to enhance the lives of people with disabilities, by either providing them with the opportunity to live autonomously, or offering them access to education and services and any other activities that allow them to become full-fledged members of their communities.



The **Rabobank Foundation** (Netherlands) provides considerable support to the Paralympics initiative which promotes the participation of people with disabilities in sporting activities by supporting their access to leisure facilities as well as necessary material and equipment to make their participation possible.



The **Steria Foundation** (France) aims to serve people in need in the areas of education, training and solidarity. The foundation supports the development of innovative solutions which can improve living conditions, particularly those of disabled persons. An example of their support is the development of a customised virtual keyboard that enables motor-disabled persons who normally would not have access to a computer, to use a keyboard on a computer screen. This keyboard, developed in Open Source, can be downloaded free of charge from the Internet and can be customised for each user. This programme gives individuals access to computer technology they would otherwise be unable to access.



The **Stiftung Digitale Chancen** (Germany) promotes accessible websites for people with disabilities through the “BIENE award” which is awarded to German-language websites that provide easy access for people with disabilities.



The **Fondation de France** (France) supports increased participation in city life as well as in education and employment of girls from marginalised groups. It does this by promoting and supporting sporting activities for young girls as a means for them to become involved in social activities and explores other issues concerning their participation in society. One such project is “De cimes en cimes”, aimed at youngsters aged 14 - 20 years, the majority of whom are of North African origin. Social activities are run outside of school; these have included a trip to the Pyrenees that allowed both girls and boys to explore, in a context outside of their daily urban routines, their role and recognition of their place in society and, particularly for the girls, respect for their bodies.



The **Fondazione di Venezia** (Italy) supports a couple of projects under its “Nuove Società” (New Societies) programme which aim at increasing social and economic integration of migrants in various sectors of society including education, public health, business and others. One notable example is the “Cultural-Linguistic Mediator” project which promotes participation of migrants through increasing possibilities for interaction with the host society institutions by means of a mediator. The “Social Microcredit” project, on the other hand, aims at the empowerment of migrant women through provision of financial support for entrepreneurial or employability purposes.



The **Center for the Advancement of Women Foundation** (Poland) supports a Political Academy for Women in Poland which aims at increasing the representation of women from small towns and villages in political bodies such as local government and parliament. The training programme aims to give participants the skills and information needed to run political campaigns.



Fondazione Cassa di Risparmio di Padova e Rovigo's (Italy) "Progetto Carceri" aims to provide inclusive strategies to aid the reintroduction into society of prisoners and ex-prisoners, who often face disadvantage and discrimination. The foundation's areas of intervention address education, training and job placement needs, as well as access to the housing market.



Compagnia di San Paolo (Italy) funds a social microcredit project which facilitates the extension of bank loans to people who, due to their social-economic situations, find it difficult to access the credit market. Through this project, the foundation aims to offer sustainable solutions for these people to gain access to employment and/or the appropriate means for developing economic activity.

3.1.4. Promoting research and dialogue



The **Joseph Rowntree Foundation** (United Kingdom) funds research which aims to increase understanding of issues relating to discrimination and develops evidence to bring about favourable policy and practice in the area. The foundation's "Poverty and Ethnicity" programme examines the issues of discrimination and social exclusion in depth, and takes a look at broader related aspects concerning health and employment. Examples of research projects supported by the foundation include: *A review of poverty and ethnicity*; *Ethnic minorities in the labour market: dynamics and diversity*; and *The role of higher education in providing opportunities for South Asian women*.



The **Fundación Luis Vives** (Spain) supported through its "Foros Tercer Sector" (Third Sector Forum) a meeting of experts and activists from different fields and sectors to analyse and debate the subject of migration and diversity management. A publication following up on this meeting was produced and represents an informative and novel way of addressing and informing the debate and dialogue on these issues.



The **Nuffield Foundation** (United Kingdom) in recent years has provided grants for a cluster of research projects on specific speech and language impediments and disorders. As well as supporting research, these grants also help to foster collaboration and coordination between academics and practitioners and to contribute to capacity-building in this area.



The **Joseph Rowntree Charitable Trust's** (United Kingdom) "West Yorkshire Racial Justice programme – JUST West Yorkshire", aims to promote the full participation of racially disadvantaged groups in community life. JUST is a think-tank set up by the Trust to address the gap between strategic thinking and capacity and sets out practical steps needed to promote real racial justice in West Yorkshire. Working strategically with individuals and organisations, JUST aims to embed racial justice into policies and practices across the region, and to achieve outcomes that have a long-term impact. JUST has organised a series of conferences as a way of debating key issues with community members. Its most recent work involved a research project which explored perceptions of how racial justice issues were handled during the last UK election campaign in 2005, and whether those issues of concern had an obvious influence on the level of citizens' participation in the election.



The **Open Society Institute – OSI's** (Hungary) Justice Initiative, aims to address the current gaps in understanding, documentation and resolution of ethnic profiling in Europe. The objectives of the programme are to increase awareness of the issue; advocate for the adoption of a European norm and national legislation on the subject; and support the development of national civil society and police capacity to monitor and remedy discriminatory patterns. The initial phase of the project has focused on documenting the trend of racial profiling in Europe by supporting research on the issue.



The **Barrow Cadbury Trust** (United Kingdom), under the theme of race and poverty, focuses on fostering a society where black and ethnic minority communities in Britain have equal rights and opportunities. The Trust has funded groups working on addressing the scale of systematic discrimination and has also funded a joint project with The Guardian newspaper on “Islam, Race and being British”, which brought together influential figures to talk about the place of Muslims in British society. The aim of this project was to ensure that in the context of sometimes abstract ideological debate on community cohesion, entrenched discrimination – both direct and indirect – that leads to unemployment, social exclusion and poverty, does not drop off the political agenda.

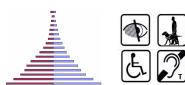


Fundación BBVA (Spain) in partnership with the Instituto de Estudios Autonómicos (IEA) supported a broad-ranging study on immigration which has provided an original, multidisciplinary vision of the employment, economic, education and health care implications for the welfare of immigrant populations. Observations and conclusions from this in-depth research project will be published and disseminated as a means to compare solutions and legal options as adopted in each country.

3.1.5. Developing partnerships with public authorities



The **Joseph Rowntree Charitable Trust** (United Kingdom) supports the Runnymede Trust, an independent policy research organisation in the UK which focuses on equality and justice. By producing effective policy research, Runnymede is committed to building effective partnerships with the voluntary sector, the government, local authorities and companies in the UK and Europe.



Fundación ONCE (Spain) has entered a collaborative agreement with the Ministry of Labour and Social Affairs in Spain to devise an accessibility plan that will enable the social integration of people with disabilities. The main goal of this programme is to work alongside public authorities to create city planning legislation which takes into account the mobility of the elderly and people with disabilities.



Lloyds TSB Foundation for England & Wales (United Kingdom) supports a project that set up a parliament in Cambridgeshire, UK, to convene groups of elected people with learning disabilities and key decision-makers from a range of sectors, which aims to cater to the needs and concerns of people with learning disabilities.



The **Open Society Mental Health Initiative** (Hungary) in collaboration with other organisations such as the Global Initiative on Psychiatry and Inclusion Europe, implemented a European Commission funded project entitled “Mainstreaming Mental Disability Policies”. The programme focused on strengthening the participation of people with intellectual disabilities and mental health problems in policy-making and implementation of education and employment policies at all levels (local, regional and national) in the eight new Central and Eastern European Member States of the EU. One of the main areas of action was the development of tools for mainstreaming disability issues aimed at policy makers with the expected result that education and employment policies would be formulated in such a way as to take into account the specific needs of people with disabilities. Training seminars were organised for policy makers in order to discuss the necessary legislative reform and framework to effectively mainstream disability policy at all political levels.

3.1.6. Mainstreaming diversity through grantmaking



The **Carnegie United Kingdom Trust** (United Kingdom) has a statement of values underpinning its work, including a commitment to social justice, equality of opportunity and anti-discrimination. The Trust’s entire portfolio of programmes and its five-year strategy are informed by this statement. In support of this, the Trust has also introduced external monitoring and evaluation of all programmes.



The **Esmée Fairbairn Foundation** (United Kingdom) supports equal opportunities and diversity through its grantmaking by promoting policies and practices to support and encourage the development of a free, stable and socially cohesive society. As such, the foundation welcomes applications for funding from all sectors of the community. This commitment is made public through a diversity clause in its application forms.



The **Fondation Evens Stichting** (Belgium) promotes diversity awareness as well as intercultural education through its annual “Evens Prize for Intercultural Education”. The prize is awarded to schools in Belgium, France and Poland that display commendable results in mainstreaming intercultural teaching through adaptation of methodologies, policies and any other approaches that make diversity awareness a long-term goal and a pillar of their educational system. The prize encourages a diversity approach to quality education for all.



The **King’s Fund** (United Kingdom) is committed to equal opportunities for everyone and expects organisations that it supports to show the same commitment in their employment practices and in the way they run their services. By including this commitment in their grant application guidelines, as well as directly asking whether applicant projects support equal opportunities, the Fund alerts applicants to its views and its requirement for grantees to share this commitment.



The **Lloyds TSB Foundation for England and Wales** (United Kingdom), through the funding of a programme of the Fawcett Society, “Seeing Double: Making Ethnic Minority Women’s Interests Visible”, whose main objective is to increase the impact of organisations serving ethnic minority women, also supports mainstreaming and diversity within the Fawcett Society itself. Under this initiative, the foundation provided a grant to support the costs of setting up an advisory group, a network, hosting seminars and producing reports, as well as contributing to internal audits and capacity-building on race and equality within Fawcett.



The **Freudenberg Stiftung** (Germany) supports the “Regional Centres for Integration, Education and Democracy” (RAA) which are regional associations based in various cities which deal with an array of integration challenges encountered by migrants and minorities, including intercultural conflict, focusing on so-called points of transition between pre-school and school and between vocational training and employment. As a unique characteristic, the RAA must, by law, be composed of a multicultural team.

3.1.7. Mainstreaming diversity within the foundation

Diversity mainstreaming is an area that is seeing rapid development in the foundation sector. A variety of respondents indicated that they are at the initial stages of developing more rigorous diversity mainstreaming policies within their organisations. This trend is further substantiated by a number of publications mentioned in the resources section (Annex V) of this report. Below are three examples of how foundations are mainstreaming diversity into their organisations.



The **Carnegie United Kingdom Trust** (United Kingdom) has implemented a series of mechanisms to ensure increased diversity among its staff and governing bodies. Besides stating in all its job adverts that it is an equal opportunities employer, the Trust communicates such adverts across a diverse range of networks. Additionally, a Staff and Trustee Development Group monitors equal opportunities/diversity issues as well as provides staff and trustee training and support. The Trust has also adopted a diversity policy with regard to its Board of Trustees, programme committees and advisory panels, by taking positive measures to encourage recruitment of traditionally excluded groups. As part of this inclusion policy, the Trust has made a number of its offices, including its future headquarters, fully accessible to people with disabilities.



Fundación ONCE (Spain) effectively upholds its main institutional aim of supporting the principle of equal opportunities for people with disabilities by ensuring that these principles are applied throughout its own recruitment and selection procedures as well as in all aspects of its personnel development. Equal participation and opportunity are ensured through formalised structures within the foundation's Human Resources policies. Necessary adjustments in environment, materials, etc are made to enable participation on equal terms for all candidates in the recruitment and interview processes. Once the candidate is selected, support mechanisms such as handbooks, training and mentoring help produce a favourable environment conducive to team-building and break down the barriers to individual professional development. In this way, the foundation can fulfil its commitment to employ a certain minimum percentage of workers with disabilities.



The **King Baudouin Foundation** (Belgium) has a Human Resources policy in place for mainstreaming gender into its recruitment and employment processes, by actively encouraging equal opportunities for women already employed at the foundation, and encouraging the recruitment of more women into the organisation.

3.2. Rights

Out of a total of 110 case studies, about one-third (29) are intended to raise public awareness about EU legislation on equality and non-discrimination and the rights and obligations that this legislation confers. Among these, three focus specifically on informing the public at large as well as specific groupings of people facing discrimination. A greater number of programmes supported by foundations (14) work to empower discriminated members of the community. These types of programmes help provide communities and individuals with the necessary tools and motivation to find their voice in society. Another set of programmes (4), focus on the legislative aspect of rights, providing targeted litigation aid and legal training to organisations which help to implement anti-discrimination legislation. Finally, some foundations' programmes (8) support projects that help monitor or influence the development of anti-discrimination policy and law.

3.2.1. Rights awareness-raising



The **Open Estonia Foundation** (Estonia) supports the information services of the Estonian Women's Study and Resource Centre (ENUT) on gender equality. ENUT provides information on gender equality for policy makers, researchers, students, media, NGOs and the general public.



Skanfonds (Netherlands), as part of the **Cooperating Netherlands Foundations for Central and Eastern Europe - CNFCEE**, supports the organisation "SOS hotline" in Niksic, Montenegro, which aims to encourage and empower women and girls from rural areas to become actively engaged in problem-solving in their community; to raise awareness of women's rights and domestic violence; and to raise the community's awareness of problems faced by women in rural Niksic. Over 100 women from six villages attended workshops on women's rights and mechanisms for achieving these and to propose solutions to the key problems that have been identified. The programme led to the establishment of an NGO working on challenges facing women living in rural areas.

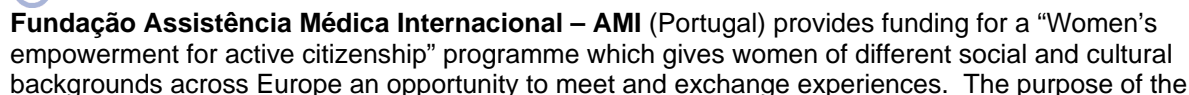
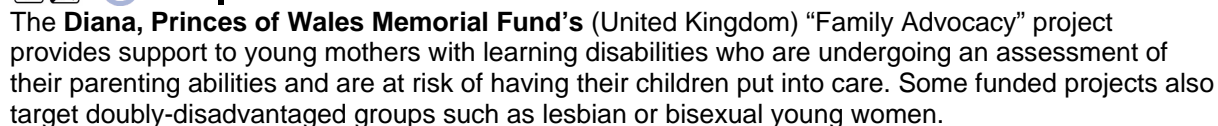
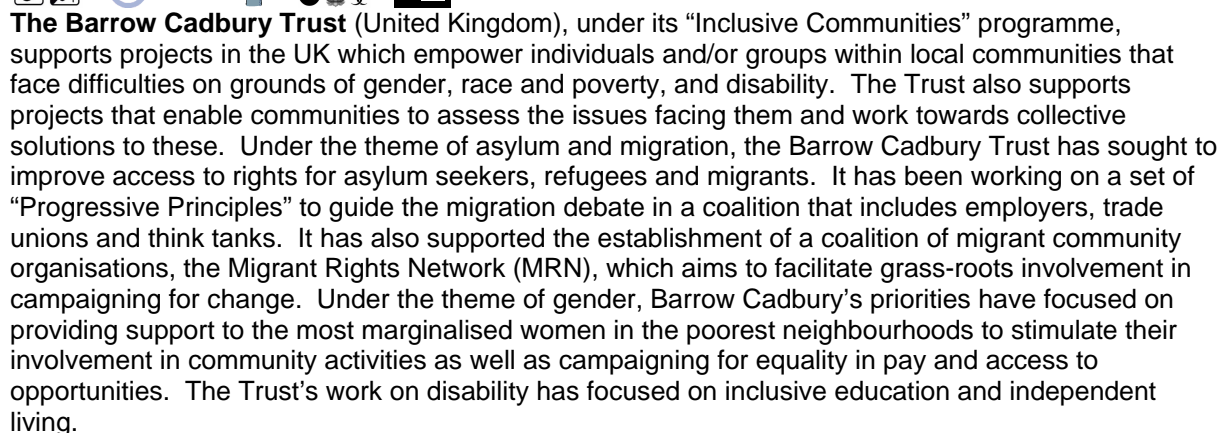
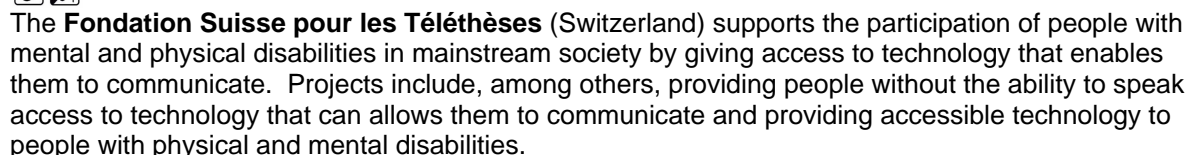
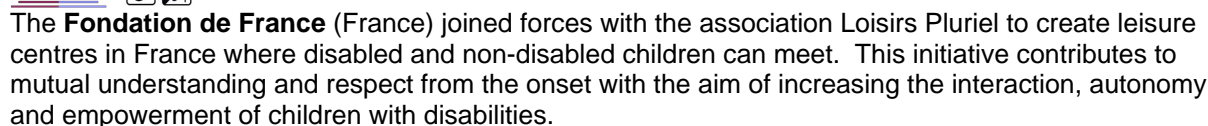
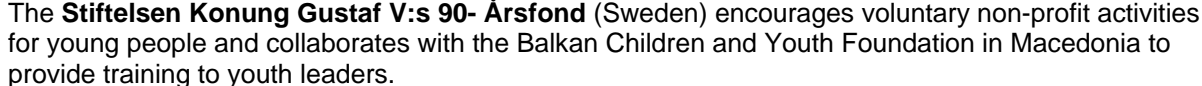


The Atlantic Philanthropies' (Ireland) "Participation and Practice of Rights" project, uses a rights-based approach to address the socio-economic inequalities of less-favoured communities in Northern Ireland. The project aims to promote the exercise of rights through raising awareness of domestic and international human rights instruments and standards and building the capacity of marginalised communities and groups to use them in order to achieve sustainable equality, meaning equal opportunity, access to and results from services.

3.2.2. Empowering vulnerable populations



The **Jordan River Foundation's** (Jordan) "Community Empowerment and Child Safety" programme supports a holistic participatory, inclusion-based approach to promote participation and identify the needs of Jordanians. Although a few projects are aimed at addressing particular needs of specific sections of the population, for example income-generating handicraft projects for women, the



programme is to empower women to actively participate in public life, make their voices heard, and address the issue of women's contributions to the political, social and cultural fields. The programme includes a series of training courses in Information and Communications Technologies and multimedia as well as language and public speaking classes.



The **Sigrid Rausing Trust** (United Kingdom) supports the “Forum for the Empowerment of Women” (FEW), the only black lesbian organisation in South Africa. FEW provides counselling and support for black lesbians in South Africa. Recently, the Trust provided the Forum grant support for the organisation of a national conference to address the human rights concerns faced by the black lesbian community in South Africa.



The **King Baudouin Foundation's** (Belgium) “New People, New Opportunities” initiative funds projects in Belgium which are aimed at improving the living conditions of newly arrived immigrants; empowering female immigrants and undocumented immigrants; and enhancing the capacity of public services and organisations to counteract situations that lead to the vulnerability of these groups.



The **Global Fund for Women** (United States) supports the “Women Initiative Group” in Baku, Azerbaijan, which seeks to help women who are either trying to reintegrate themselves into their rural communities or settle permanently in Azerbaijan's cities. Committed to deepening women's sense of agency, the group challenges cultural traditions that discourage the education of girls and has undertaken educational efforts such as organising seminars on family planning.



The **New Israel Fund** (United States), under its “Initiative to Promote the Rights of Arab Citizens in Israel”, supports SHATIL, the Center for Empowerment and Training of Social Change Organisations, which provides training to citizens, leads coalitions, and carries out special projects to foster citizen action among population groups neglected by other institutions. This initiative combats discriminatory policies, laws and regulations and reduces inequality in the provision of basic services to Arab Israelis. Specific examples include empowerment programmes for Bedouin women, leadership and extracurricular activities for Bedouin youth and educational rights and opportunities for Arab Israelis.



Northern Rock Foundation's (United Kingdom) “Building Positive Lives” programme aims to help people who lack self-confidence or motivation, or face discrimination, by providing individual support needed in order for them to lead more positive and fulfilling lives. Groups targeted are those facing discrimination because of their identity, for example refugees and asylum seekers, black and minority ethnic groups and lesbian and gay communities.



The **Welfare Association** (Jordan) supports an empowerment strategy of community development through the coordination of civil society organisations that aim to address cultural, social, health and educational services, as well as the legal situation and economic activities of the Bedouin people in the Naqab (Negev), Palestine. The “Bedouin Empowerment” programme includes legal empowerment; building the capacity of NGOs; emergency relief; land reclamation; as well as youth and cultural activities.



The **Barry & Martin's Trust** (United Kingdom) has made significant progress in tackling discrimination in China. Among other initiatives, the Trust supports the gay community in China, especially through the sexual health centre at Qingdao Medical College, and it supports gay hotlines and websites in Beijing and twelve other major cities around China. These initiatives are set in place to tackle discrimination against gay individuals through empowerment and awareness-raising activities.

3.2.3. Legal training



Fundación Luis Vives' (Spain) "Anti-Discrimination and Diversity Training" programme trains NGOs and trade unions in Spain on EU and national anti-discrimination law and policy in order to optimise their role under the anti-discrimination Directives. The foundation also provides diversity management training to companies and employers' organisations.



The Open Society Institute - Sofia (Bulgaria) "OSI-Sofia Law" programme supports human rights NGOs in Bulgaria through the funding of one-year projects, selected through an annual competition, with fixed priorities (legal aid provision for vulnerable groups; legal aid and litigation in cases of human rights abuses; and discrimination). The key aim of the programme is to strengthen the capacity of Bulgarian human rights organisations by financing annual projects, support targeted training for their staff, and consolidate the sector through the support of joint initiatives.



Stefan Batory Foundation's (Poland) "Legal Education" programme supports initiatives that improve citizens' access to justice and legal aid. The foundation assists organisations that provide specialised counsel to the most vulnerable or socially discriminated groups - prisoners, disabled persons, patients, women, victims of violence, youth. The programme strives to promote knowledge about legal instruments that enable citizens to defend their rights against all forms of abuse of power by the state and local authorities.



The **Sigrid Rausing Trust** (United Kingdom) provides core funding to AMERA, a UK-registered charity which provides pro-bono legal assistance to refugees in Africa and the Middle East; conducts research; and advocates for the fair treatment of asylum seekers and refugees. The Trust also provides grants for the Refugee Law Project in Uganda.

3.2.4. Monitoring and influencing policy



The Ford Foundation (United States) supports a project in France entitled "SOS Racisme", which works to defend and enforce existing anti-discrimination laws in France as well as educate citizens against racism and other forms of intolerance. SOS Racisme works extensively in the legal realm and Ford funding is committed to the project's work in fighting discrimination on grounds of employment and housing. It employs various legal techniques ranging from legal testing to public campaigns on the topic.



Nadace rozvoje občanské společnosti - NROS (Czech Republic) supports the implementation of anti-discrimination legislation in the Czech Republic by informing the general public and specific target groups; monitoring its implementation; and raising awareness of EU and Czech rights legislation.



The **International Renaissance Foundation - IRF** (Ukraine) manages two separate projects which are geared to influence policy in Ukraine. The “Non-discrimination project” aims to establish legislation that protects against xenophobia and discrimination. IRF advocated for the inclusion of a series of norms into the Criminal Code establishing criminal responsibility for acts of xenophobia and racial discrimination. The “Inclusive Education project” promotes changes in national education policy to protect the rights of children with special needs and to provide them with quality education.



Mama Cash Foundation (Netherlands) is supporting a project that promotes and monitors the implementation of the new Gender Equality Law in four municipalities in Bosnia and Herzegovina. By providing training for Gender Commission members, as well as other institutions concerned with issues of gender equality, this project aims to monitor the implementation of the new Gender Equality Law in the region while raising awareness and understanding of gender equality within the institutions in charge of implementing the law as well as establishing a partnership among the Gender Commissions in all four municipalities. The foundation also promotes a project in Aguascalientes, Mexico, which is aimed at creating policies that protect the human, sexual, civil, labour, health, education and social rights of lesbian and bisexual women. The project includes a study of lesbian and bisexual women to identify the discrimination and stigma suffered by the group, the results of which are used to sustain a lobbying campaign with policy makers.



The **King Baudouin Foundation** (Belgium) supports the “Minority Rights in Practice in South Eastern Europe” project which promotes action plans and initiatives aimed at fostering policy change at the local, national and international levels in order to overcome discrimination and advocate for the effective participation of ethnic minorities. The project is co-financed by the Charles Stewart Mott Foundation and the Soros Foundation. It operates in Albania, Bosnia and Herzegovina, Bulgaria, Croatia, Macedonia, Romania, Serbia, Kosovo and Montenegro as well as at the regional level through thematic workshops and at the European level with policy events, bilateral consultations with decision makers and the dissemination of briefing papers and reports. The project also includes a capacity-building component, Dialogue for Interaction, Advocacy and Networking Capacity Building (DIANET), which aims at enhancing the networking and advocacy capacities of NGOs.



The **Bertelsmann Stiftung** (Germany) along with the Migration Policy Institute convenes the “Transatlantic Task Force on Immigration and Integration” to promote thoughtful immigration policies and assess and respond to the profound challenges of integrating immigrants and building stronger communities on both sides of the Atlantic. Its recommendations are addressed to the European Union institutions and Member State governments, the governments of the United States and Canada, and state and local governments and civil society everywhere. The Task Force also looks at the role of religion and gender in integration and receives additional support from the Luso-American Foundation, the Stavros S. Niarchos Foundation, the Hellenic Institute for Migration Policy, the Government of Canada, the Government of the Netherlands, and other funders.

3.3. Respect and recognition

Twelve of the case examples provided by foundations promote awareness-raising among all sectors of society, including the media, on the importance of eliminating stereotypes, prejudice and violence, with the aim of nurturing a more tolerant and cohesive society. Out of these, seven projects promote a cohesive society through fostering tolerance and respect while five work to defy stereotypes and prejudices. Only three of the cases provided are aimed at raising awareness of the positive contribution that diversity makes to society. Conversely, raising awareness of equality issues is seen as one of the main roles that NGOs can play in combating discrimination, in the NGO training manual *Combating Discrimination*.

3.3.1. Respect



The **Fundación para la Promoción del Minusválido - PROMI** (Spain) supports an “INTER-MEDIA” programme which promotes the dissemination of non-discriminatory practices within and by the media in various regions across Europe. Relying on a culture-oriented approach, the project’s purpose is to draw attention to matters concerning racial and ethnic origin, religion, disability, age, and sexual orientation, as well as to encourage the media to adopt an unbiased approach to diversity-related issues. The project includes an analysis of media content; creation of cooperation and exchange practices; and direct involvement of groups who are often negatively portrayed in the media to promote the message that marginalisation matters.



Stefan Batory Foundation’s (Poland) “Education for Tolerance” programme aims to foster attitudes of openness and tolerance in Polish society and weed out racial, ethnic and religious prejudice rooted in culture and language. It strives to increase the number and scope of activities directly addressing acts of intolerance and xenophobia as well as improve the professionalism of organisations engaged in such activities. The programme offers grants within two schemes: The “Shared and the Different” (micro-grants for organisations operating education and cultural projects) and “Preventing Intolerance” (long-term support for organisations that monitor and combat intolerance, xenophobia and anti-Semitism).



The Bernard van Leer Foundation (Netherlands), through its work on “social inclusion and respect for diversity” seeks to promote equal opportunities and skills that help children live in diverse societies thus reducing the structural discrimination against young children from socially excluded groups, and encourages children to interact on the basis of mutual respect.



The **Charles Stewart Mott Foundation** (United States) provides general purpose support to the “Youth Initiative for Human Rights” in Belgrade, Serbia, which works to raise public awareness about the facts and circumstances surrounding the country’s conflicts; advocates for justice for the victims of war crimes and human rights abuses; and promotes accountability on the part of government and governmental agencies. The main objective of the programme is to engage the public, particularly young people, in constructive dialogue and action relating to problems of the past in order to strengthen rule of law, accountability, and reconciliation for the future. One of the aims of the project is to educate young people about ways to address these issues and increase dialogue between young people from all sides of the conflict.



The **Körber-Stiftung** (Germany), in cooperation with CDS International funded by the US State Department, manages a programme entitled “IntegrationXchange”, which convenes social workers and immigrant representatives from Hamburg and New York, to focus on the topic of integration. The participants learn from the exchange of best practices on how to better deal with the challenges of a diverse youth population in both cities as well as to provide a better outreach for these individuals.



The **New Eurasia Foundation** (Russia) supported a number of initiatives such as “The world through the eyes of migrant children” and “Support of migration initiatives of students” in the Sverdlovsk region in Russia. These initiatives were aimed at changing the attitudes toward migrants among Russian youth and society in general, thus reducing tensions between the immigrant and host societies.

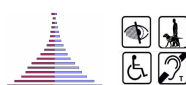


The **New Israel Fund** (United States) promotes the development of a pluralistic and tolerant Israeli culture that is inclusive of diverse approaches to Judaism and Jewish identity. The Pluralism Initiative aims to foster diverse expressions of Jewish identity and practice; change the legal structure that limits religious freedom; advocate for equal allocation of resource to non-Orthodox Jewish services and education; and strengthen liberal elements within Orthodoxy to promote women’s rights.

3.3.2. Defying stereotypes



The Atlantic Philanthropies’ (Ireland) “Changing Ageing Partnership” programme helps change the perception of older people in Northern Ireland. The goal of the programme is to empower older people to transform how they are viewed by sections within society. To achieve this, the programme’s holistic agenda recognises the multiple realities of older people’s lives alongside issues traditionally associated with older people such as health and social care, economic independence, and community safety. The Changing Ageing Partnership programme seeks to raise awareness and understanding of ageing and celebrate the diversity of older people’s lives. Mechanisms put in place to achieve these objectives include increasing opportunities for consultation; networking and lobbying; establishing an interactive website; and running an annual ‘Age Awareness Week’.



Nederlands Stichting voor het Gehandicapte Kind - NSGK (Netherlands) supports “Blauw Vogel” (Blue Bird project), an educational programme for children which allows them to experience what it is like to live with a disability. The project aims to raise awareness about the reality of children living with disabilities and promotes understanding and respect among children.



The **Egmont Fonden** (Denmark) supports a programme entitled “How Difficult is it Actually...”, which looks at the disproportionate unemployment and social exclusion of non-Western immigrants and their descendants in Denmark. The programme set out to demonstrate how difficult it was for a group of new Danes to find employment and confirm whether either of the two common scenarios of ‘immigrants being idle’ or ‘Danish businesses being racist’, were true. The experiment was broadcast over the radio to raise public awareness.



Fundación Directa para el Desarrollo Integral (Spain) funds “Madrid entre dos orillas” (Madrid between two shores), a project aimed at improving the quality of life and combating social exclusion of immigrants in Spain. One of the projects run within this initiative is a memory bank of the emigration experience of Spain. The purpose of this memory bank is to help the wider population understand the experience of migration through the study of its own past. This project helps to increase sympathy with the immigrant population, thus combating indifference and discrimination faced by them.



Fondation Bernheim's (Belgium) “Dieux, modes d’emploi. L’expérience religieuse” exhibition represents, through the display of religious artefacts and explanations of customs, the wide array of religions that exist in today’s society. The main objective of this programme is to bring the public closer to religions with which they are not familiar, to increase their understanding, and highlight similarities that ultimately help defy stereotypes often attached to religious beliefs and thus encourage a better comprehension and cohabitation of cultures and religions.

3.3.3. Recognition



Fundación Instituto de Empresa (Spain) is helping make a business case for diversity in Spain by funding the “Centre of Diversity in Global Management”. The Centre’s mission is to promote diversity management and demonstrate how diversity of gender, culture and age, could offer advantages in the business sector. This notion is achieved through the Centre’s work on reflection, knowledge creation through research and the dissemination of know-how. The Centre’s main aims are to foster a greater understanding of the demand for and needs of corporate diversity by analysing the improvement in bottom-line results and effectiveness of inclusion policies; to improve diversity in the business sector by promoting training programmes in diversity management; and to promote the integration of women into the business sector.



The **Madariaga European Foundation** (Belgium) in 2007 will devote its series of monthly lunchtime conferences, “l’Europe des Mardis”, to raising awareness on issues of equal opportunities and non-discrimination and diversity. Speakers from diverse backgrounds will offer different perspectives on the topic and seek to explore the benefits of diversity, particularly in the workforce.



The **Nederlands Stichting voor Gehandicapte Kind -NSGK** (Netherlands) supports “MISS Verkiezing 2007” (Miss Disability 2007), a television programme in the Netherlands that promotes diversity and defies stereotypes about people with disabilities.

4. Conclusion

An initial look at the work of foundations in the fields of equal opportunities and non-discrimination highlights the key role played by these actors. The findings show that these organisations are supporting and operating a wide array of programmes which tackle discrimination and provide equal opportunities to every sector of society.

This report has also shown a number of cases and examples of how foundations are advancing equality by helping promote rights, representation, recognition and respect of all members of society. These efforts demonstrate that their resources and expertise do address the three key areas identified by the European Commission in its anti-discrimination NGO training manual, namely awareness-raising; monitoring and influencing policy development; and supporting victims of discrimination. However, the survey also shows that the actions carried out by foundations go beyond these strands and focus on other complementary objectives, such as empowering groups or promoting debate. In effect, the key objective of foundations is to *increase representation of discriminated populations*, as is illustrated by over half the surveyed projects. This may be an area where foundations can work alongside public, private and other civil society stakeholders to help ensure that societies become accessible to traditionally excluded groups.

In addition, the survey reveals that:

- **Racial or ethnic origin is by far the priority area of discrimination targeted** by the majority of responding foundations
- **Sexual orientation is the most overlooked ground**, with religion and belief a close second
- Over **50% of the described projects fall under the representation** strand
- The **majority of the projects have as an objective to empower or increase participation** of groups who are discriminated against
- The greatest proportion of the described projects have a **countrywide focus**
- Many of the **projects supported by foundations employ a transversal approach** to equal opportunities and non-discrimination and address more than one of the themes of EYEO

Foundations are well-placed to work towards combating discrimination. Through their support of and partnerships with NGOs, they have the ability to actively engage communities and exert a positive influence on the organisations they support. Their independent status permits them to advocate for legislative change or monitor the implementation of legislation. Moreover, by mainstreaming diversity within their organisations, they can directly implement change and act as positive role models for other organisations. Through awareness-raising activities, monitoring and influencing the development of legislation as well as providing support to vulnerable populations on the ground, foundations are helping bridge the gap between policy and practice, and thus helping address the structural barriers to equal opportunities.

This report sheds light on the potential role that foundations can play through joint efforts with other relevant actors in the sector, as well as with EU institutions and other stakeholders to help maximise the impact of current and prospective actions in the area and to accelerate the fight against discrimination and advancement of equal opportunities for all. The report also fills a gap in available literature by putting a spotlight on the actions in the field carried out by European foundations.

The European Foundation Centre (EFC) views this survey as the first step in an ongoing process of documentation and deliberation on the role of independent funders and foundations in the areas of equal opportunities and non-discrimination. The 2007 March Eurobriefing was used as a first platform in this process for discussion with EU representatives and other stakeholders to explore options for addressing the challenges and capitalising on the opportunities presented by diversity. It is hoped that the European Year of Equal Opportunities for All provides a starting point for engagement, discussion and debate on the role of civil society in combating discrimination and promoting equal opportunities, and that the factual and potential role of foundations within this is not overlooked.

This initiative will be fed into peer-learning opportunities and exchanges organised under the EFC Philanthropy Institute Programme (PIP), which will specifically provide space for the professional development of foundation board members, staff and chief executives in this area. The work carried out by EFC's funder networks, in particular the Disability and the Diversity, Migration and Integration Interest Groups, will build on the report. These groups in turn will be able to use the report as a basis for their benchmarking activities as well as in the development of tools and strategies to be used by EFC members and other foundations that seek to integrate equal opportunities and non-discrimination into their work.

Annex I: Glossary

Working definitions of terms applied in this analysis.

Foundations

Separately-constituted non-profit bodies with their own established and reliable source of income (usually, but not exclusively) from an endowment or capital. These bodies have their own governing board. They distribute their financial resources for educational, cultural, religious, social or other public benefit purposes, either by supporting associations, charities, educational institutions or individuals, or by operating their own programmes. These can be grouped into four generic categories:

- Independent Foundations
- Corporate foundations
- Government-linked foundations
- Community foundations and other fundraising foundations

(Source: *European Foundation Centre*)

Discrimination

An unfavourable treatment based on prejudice, especially regarding race, age or sex (Source: *Oxford English Dictionary*).

The EU equality Directives prohibit two different types of discrimination:

Direct Discrimination: a situation whereby one person is treated less favourably than another is, has been, or would be treated in a comparable situation, on the grounds of religion or belief, disability, age or sexual orientation.

Indirect Discrimination: a situation whereby an apparently neutral provision, criterion or practice would put persons having a particular religion or belief, disability, age, or sexual orientation at a particular disadvantage compared with other persons. This is so unless that provision, criterion or practice is objectively justified by a legitimate aim and the means of achieving that aim, are appropriate and necessary.

Equal Opportunities

The “principle of equal treatment” implies no direct or indirect discrimination whatsoever on any of the discrimination grounds, according to the EU non-discrimination Directives.

Mainstreaming

The process of integrating anti-discrimination objectives, including an equal opportunity perspective, into all areas and levels of policy-making that is promoted through the participation of public bodies, social partners, NGOs and other relevant actors.

Annex II: Questionnaire

2007 European Year of Equal Opportunities for All – Survey on roles of foundations and corporate funders

The European Commission has designated 2007 as European Year of Equal Opportunities for All. It aims to stimulate debate and exchange of good practice, and to raise public awareness of citizens' rights to non-discrimination and equal treatment; promote equal opportunities for all - access to employment and education, in the workplace or in the healthcare sector; and celebrate diversity as an asset of the European Union. In the framework of the Year, the EFC is surveying independent funders' involvement and practices in the fields of equal opportunities and non-discrimination. We would be grateful if you could provide us with information on your organisation's activities in these areas by filling in this form.

Please return the form to E. Faure, European Foundation Centre, 51 rue de la Concorde, B-1050, or by e-mail: eu@efc.be, or by fax +32.2.512.3265. Thank you for your cooperation.

1. Name of your organisation:

2. Country of primary office (headquarters):

3. Areas of interest

3.1 Is your organisation active in the area of equal opportunities/non-discrimination?

☐ Yes ☐ No

3.2 Is it your main area of interest? ☐ Yes ☐ No

4. Does your organisation support/develop activities promoting equal opportunities and non-discrimination of citizens suffering discrimination on one of the following grounds?

- ☐ Age (children, youth, elderly)
- ☐ Disability
- ☐ Ethnic/Minorities
- ☐ Gender
- ☐ Religion or belief
- ☐ Sexual orientation
- ☐ Others:

5. Does your organisation fund/develop projects focusing on multiple discrimination? (namely discrimination based on more than one ground as listed above)

Please indicate which grounds:

6. Please provide one example of projects/programmes supported/operated by your organisation in the field of equal opportunities/non-discrimination:

6.1 Title of project or programme:

6.2 Description of project or programme (250 words maximum) and partnerships when appropriate

6.3 Objective(s) of this project/programme (please tick as appropriate)

- | | |
|---|---|
| <input type="checkbox"/> Inform the public at large and in particular people facing any type of discrimination of their rights | <input type="checkbox"/> Promote research and policy analysis on equal opportunities |
| <input type="checkbox"/> Raise awareness and promote the benefits of diversity and equality among the public | <input type="checkbox"/> Develop partnerships with public authorities to promote equal opportunities |
| <input type="checkbox"/> Change policies/Shape policies for equal treatment | <input type="checkbox"/> Promote mainstreaming equal opportunities and diversity in the project/ organisations you fund |
| <input type="checkbox"/> Empower members of the groups who are discriminated against; please indicate on which discrimination ground (see point 4 above): | <input type="checkbox"/> Mainstream opportunities and diversity in your own organisation |
| <input type="checkbox"/> Increase the participation of underrepresented groups in society | <input type="checkbox"/> Others: |

6.4 Geographic focus of the project/programme (local, regional, country-wide or transnational):

6.5 Budget of the project/programme:

7. Should you wish to describe another project, please use the same format (from 6.1 up to 6.5)

8. Please indicate your organisation's expenditure on equal opportunities/non-discrimination activities in 2005:

9. Contact details: Please provide the name of the person the EFC staff can contact for further information on the project(s)/programme'(s):

- Name
- Telephone number
- E-mail address

Please return the form either by post to E. Faure, European Foundation Centre, 51 rue de la Concorde, B-1050; by e-mail: eu@efc.be ; or by fax +32.2.512.3265.

Thank you for your cooperation.

Annex III: Selected Resources

This is a list of selected resources and tools relevant to foundations and other interested parties active in the areas of non-discrimination and equal opportunities. It includes three types of resources:

Section I: EU documents and references on equality and non-discrimination policy

Section II: Practical resources and toolkits for foundations and other interested parties active in these areas

Section III: Useful equal opportunity links

Section I: EU documents and references on equality and non-discrimination policy and practice

This section includes documents drafted or commissioned by the European Commission in relation to EU policy and practice in the areas of non-discrimination and equal opportunities. Particular attention is given to the grounds of discrimination covered by the Racial Equality and Employment Equality Directives, e.g. racial and ethnic origin, religion and belief, age, disability and sexual orientation, as well as gender. Documents are organised according to date of publication.

1. Non-discrimination Mainstreaming – Instruments, Case Studies and Ways Forward / Centre for Strategy and Evaluation Services – European Commission, 2007.

This report intends to support and further stimulate non-discrimination mainstreaming at both Member State and European level by proposing practical mainstreaming instruments that could be utilised to promote greater consideration of non-discrimination and equal opportunity concerns in the formulation and implementation of policies, legislation and programmes.

www.ec.europa.eu/employment_social/fundamental_rights/pdf/pubst/stud/mainstr07_en.pdf (pdf 432kb)

2. Putting Equality into Practice: What role for positive action? / European Commission, 2007

This guide presents a number of views of positive action in employment and non-employment contexts, offering an impression of what positive action might mean in different fields including, for example, education, integration and collection of minority data. The guide also encourages creative use of the tools offered by EU law for the furthering of full equality, in particular positive action.

www.ec.europa.eu/employment_social/publications/2007/ke7707098_en.pdf (pdf 2.2mb)

3. Eurobarometer: Discrimination in the European Union / European Commission, 2007.

This survey, commissioned by the European Commission Directorate-General Employment, Social Affairs and Equal Opportunities in preparation for the European Year of Equal Opportunities for All 2007, analyses citizens' perception regarding discrimination and diversity issues in the EU Member States. Available in English, French and German.

www.ec.europa.eu/employment_social/eyeq/uploaded_files/documents/eurobarometer_report_en.pdf (pdf 3.13mb)

4. Anti-discrimination beyond employment: Mapping national measures and their impact in fields where there is no Community legislation / Migration Policy Group and Human European Consultancy - European Commission, 2007.

Carried out by the Migration Policy Group and Human European Consultancy on behalf of the European Commission, the study maps national measures to combat discrimination in fields and on grounds where community legislation has not been introduced, namely outside the field of employment and occupation and on the grounds of gender, religion or belief, disability, age and sexual orientation, and reviews the impact of these national legislative measures. Available in English and French. www.migpolgroup.com/documents/3607.html

5. Measuring Discrimination – Data collection and EU Equality Law / European Commission, 2007.

The objectives of this report are twofold: (i) to identify the ways in which statistical and other data can support the implementation of equal treatment law, and (ii) to examine how international and European law, in particular data protection law, regulates the collection of such data. This report also

takes a look at the extent to which the EU Member States currently engage in the collection of data and whether statistical data is made use of in legal proceedings. It deals with the grounds of discrimination covered in the EU anti-discrimination Directives, e.g. racial and ethnic origin, religion and belief, disability, age and sexual orientation.

www.ec.europa.eu/employment_social/fundamental_rights/pdf/legnet/07measdis_en.pdf (pdf 2.29mb)

6. Religion and Belief Discrimination in Employment - the EU Law / European Commission, 2007.

This report provides an overview of the provisions introduced in 2000 by the Employment Equality Directive regarding the protection against discrimination on the grounds of religion and belief and examines the approach taken to their implementation by Member States. It also identifies some of the problematic legal issues which are likely to arise, and considers what should be the proper scope of protection against discrimination on these grounds.

www.ec.europa.eu/employment_social/fundamental_rights/pdf/legnet/07relbel_en.pdf (pdf 1.77mb)

7. European Handbook on Equality Data / European Commission, 2007.

This handbook seeks to provide decision makers and other stakeholders with the means by which to assess and improve the national compilation of equality data. It deals with the grounds of discrimination covered by these directives, namely racial and ethnic origin, religion and belief, age, disability and sexual orientation.

www.ec.europa.eu/employment_social/fundamental_rights/pdf/pubst/stud/hb07_en.pdf (pdf 916kb)

8. Equality and non-discrimination: Annual Report 2006 / European Commission, 2006.

This report summarises the state of play in each of the 25 Member States regarding the implementation of the EU anti-discrimination legislation adopted in 2000 (Racial Equality and Employment Equality Directives). It also provides an overview on the 2007 European Year of Equal Opportunities for All. Available in all the official EU languages.

www.ec.europa.eu/employment_social/fundamental_rights/pdf/pubst/poldoc/annualrep06_en.pdf (pdf 2mb)

9. Age discrimination and European Law / European Commission, 2005.

This publication, drafted by the European Network of Legal Experts in the Non-Discrimination Field, analyses the provisions related to age introduced into EU law by the EU Employment Equality Directive. It looks both at direct and indirect age discrimination as well as to the limitations and derogations of the law. Available in English, French and German.

www.ec.europa.eu/employment_social/fundamental_rights/pdf/pubst/stud/05agedis_en.pdf (pdf 696kb)

10. European Social Fund in Action: Success Stories / European Commission, 2005.

This publication contains details of projects from across the EU that showcase the possibilities for use of the European Social Fund in the areas of active labour market; social inclusion, lifelong learning, adaptability and women's participation.

www.ec.europa.eu/employment_social/emplweb/publications/publication_en.cfm?id=28 (pdf 3.73mb)

Section II: Practical tools and resources for foundations and other interested parties active in equal opportunities and non-discrimination

This section includes practical tools and resources relevant to foundations and other interested parties active in the areas of non-discrimination and equal opportunities. Resources are organised according to the grounds covered by the EU anti-discrimination legislation, e.g. racial and ethnic origin, religion and belief, age, disability, sexual orientation and gender,



Diversity (General)

1. Building Bridges: A Tool for Engaging Diverse Communities / Community Foundations of Canada. 2006.

This tool is intended to follow “Diversity Scanning Tool for Community Foundations” and can be used by any group within a foundation – the board, staff, and/or committees – who decide to be intentional about embracing community diversity. It is divided into five steps and offers resources on diversity and inclusion.

www.cfc-fcc.ca/bookstore/cfc_publications.cfm#bridges

2. Diversity Scanning Tool for Community Foundations / Community Foundations of Canada. 2006.

The Diversity Scanning Tool provides foundations with user-friendly templates for identifying diversity in local communities and determining how foundations reflect that reality. The templates help Canadian community foundations to gather the necessary information and then to compare the results of the scan. The tool also includes a checklist to determine the next steps and a foundation's readiness to move forward.

www.cfc-fcc.ca/bookstore/cfc_publications.cfm#diversity

3. Combating Discrimination: A Training Manual / European Commission, 2006.

This training tool was developed as part of the EU-funded project “Capacity Building of Civil Society dealing with Anti-Discrimination” in 2005, with the aim to provide training on European and national anti-discrimination law and policy to NGOs in the ten new Member States and in Bulgaria, Romania and Turkey. The manual may be useful for individuals and organisations active in the fight against discrimination wherever they may be in the EU.

www.ec.europa.eu/employment_social/fundamental_rights/pdf/civil/train_en.pdf (pdf 3.58mb)

4. Business & Disability: European Case Studies / Business & Disability: A European Network, 2006.

This publication contains a selection of 36 case studies, some of them from foundations, which provide examples of best practice in the areas of accessibility, e-accessibility and employment. It also contains white papers on accessibility, e-accessibility and employment, a comparison grid on legal frameworks for disability in the 25 EU member states, and a foreword by Commissioner Spidla, of the European Commission Directorate-General for Employment, Social Affairs and Equal Opportunities. Available in 11 EU languages.

www.businessanddisability.org/case_studies/publication.html

5. Diversity: Who Should Sit At Your Table? / BoardSource, 2003.

This special edition of Board Member magazine shows non-profits how to recruit and retain a diverse board and how to make it work for the overall effectiveness of the board by offering a broad range of perspectives on the meaning of diversity and on new ways to achieve it on non-profit boards.

www.boardsource.org/Bookstore.asp

6. The Meaning and Impact of Board and Staff Diversity in the Philanthropic Field: Findings from a National Study / Lynn C. Burbridge; William A. Díaz; Teresa Odendahl; Aileen Shaw, Joint Affinity Groups (JAG), 2002.

Based on a comprehensive survey of more than 600 grantmakers across the US, the JAG study offers practical recommendations for foundations looking to address the growing diversity of the

communities they serve. Carried out by researchers from Rutgers University, the University of Minnesota and the National Network of Grantmakers, the study surveyed 500 staff at programmatic and executive levels, and featured in-depth interviews with 109 staff from 29 foundations.
www.lgbtfunders.org/lgbtfunders/JAG/jag_report.pdf (pdf 1mb)

7. Building on a Better Foundation: A Toolkit for Creating an Inclusive Grantmaking Organization / Donors Forum of Chicago; Minnesota Council on Foundations (MCF); Northern California Grantmakers; New York Regional Association of Grantmakers, 2001.

This toolkit offers straightforward guidance to help funders practice diversity both within their organisations and in their grantmaking work. Based on MCF's Diversity Framework, the toolkit offers assistance on how grantmaking organisations can address inclusiveness in their roles as funders, employers, businesses and community citizens.
www.mcf.org/mcf/resource/DiversityToolkitPF.pdf (pdf 200kb)

8. Fairness in Funding : An Equal Opportunities Guide for Grant-makers / Roland Doven, Fiona Ellis, Association of Charitable Foundations, 1995.

This handbook for grantmaking draws on the experience of the UK's grantmaking trusts and foundations, to provide a guide for grantmakers who wish to improve fairness in grantmaking. It advocates policies that provide equal access to funds for all organisations and individuals and ways to guard against the perpetuation of myths or stereotypes about certain grantseekers.
www.acf.org.uk/publications/goodprac.htm



Age

9. A Toolkit: Funding Across the Ages / Grantmakers in Aging, 2001.

The US network Grantmakers in Aging created this Toolkit to help foundation trustees and their staff translate the opportunities and challenges of an aging population into meaningful grantmaking. It is intended to provide organisations with some initial ideas for funding in aging that can enhance and complement their current philanthropic goals.
www.giaging.org/downloads/links/GIA_Toolkit_PDF_rev.pdf (pdf 3.39mb)



Disability

10. Creating an Inclusive Society: Mainstreaming Disability Based on the Social Economy Example / European Standing Conference of Co-operatives, Mutual Societies, Associations and Foundations (CEP-CMAF), 2007.

The guide aims to provide practical guidelines and illustrates case study examples of how organisations can integrate people with disabilities and disability issues into their organisations and activities; to present examples of Social Economy enterprises and organizations; and to promote the disability mainstreaming approach.
www.cepcmaf.org

11. Partners for Better Policies: A Manual for Mainstreaming / Mainstreaming Disability Policies - European Commission, Mental Health Institute, Inclusion Europe, Global Initiative in Psychiatry, 2006.

This manual was produced as part of "Mainstreaming Mental Disability Policies," a project supported by the European Commission and organised by the Open Society Mental Health Initiative, Inclusion Europe, and Global Initiative in Psychiatry. Its purpose is to provide materials that are relevant to people with mental health problems and/or intellectual disabilities that can be used in training events on mainstreaming policies. The Manual is also intended to help self advocates and other individuals and groups who wish to become involved in the development of policies that affect them by providing

information on relevant topics, making practical suggestions on how to engage with policy makers and raise issues of concern, and giving details on where to obtain further information.
www.osmhi.org/contentpics/202/EN_Manual.pdf (pdf 3.17mb)

12. A Screening Tool for Disability-Inclusive Grantmaking / Disability Funders Network, 2006.

This publication provides practical tips on how to take into consideration disability-related issues in the grantmaking process.

www.disabilityfunders.org/screen.html

13. Guide for Funders. Addressing the Rights and Requirements of Disabled People within the Funding Process / UK Disability Rights Commission, 2005.

This Guide provides practical tips and examples of how to take into account the rights and requirements of disabled people at all stages of the funding process.

www.drc-gb.org/library/publications/services_and_transport/guide_for_funders.aspx

14. Cross-Currents in the Mainstream: Including Disability in Foundation Funding Priorities / Disability Funders Network, 2005.

This short document explains why and how to include disability in foundation funding priorities.

www.disabilityfunders.org/xcurrnts.pdf (pdf 80kb)

15. Manual de Trabajo en Equipo (Teamwork Manual) / Fundación ONCE and Grupo Fundosa, 2002.

This publication has been developed by Fundación ONCE and its business branch, Grupo Fundosa, to help employees understand the importance of teamwork and provide them with practical tips and explanations of how to develop a good professional relationship and cooperation with colleagues. The document also includes a guide aimed to facilitate teamwork in a working environment in which there are a significant number of colleagues with disabilities. For this purpose, it presents key elements to be taken into account when dealing with people with different types of impairments.

Internal Guide of Fundación ONCE: www.fundaciononce.es



Gender

16. Grant Making with a Gender Lens / William Ryan, The Ford Foundation (GrantCraft), 2004.

Grantmakers and grantees describe the experience of using a "gender lens" in their work. According to their assessments, gender analysis can help shape more effective programmes and organisations and has led to new thinking in vital public fields. The volume is one in a series by GrantCraft on basics for grantmakers and is sponsored by the Ford Foundation.

www.grantcraft.org/index.cfm?fuseaction=Page.viewPage&pageID=622



Racial or ethnic origin and religion

16. Grant Making with a Racial Equity Lens / GrantCraft and Philanthropic Initiative for Racial Equity, 2007

In this guide, a collaboration between GrantCraft and the Philanthropic Initiative for Racial Equity, grantmakers explain how they developed a racial equity "lens" or framework, and why it has led them to more innovative and socially relevant approaches to their work.

www.grantcraft.org/index.cfm?fuseaction=Page.viewPage&pageID=840

17. Handbook on Integration for Policy-makers and Practitioners (2nd edition) / Migration Policy Group on behalf of the European Commission, 2007.

The Handbook on Integration contains good practices and "lessons learned" drawn from the experience of policy makers and practitioners across Europe. By collecting and presenting concrete examples from different areas of immigrant integration, the handbook feeds into a larger policy process in the field of integration in the European Union, notably the development of a European framework on integration.

http://ec.europa.eu/justice_home/doc_centre/immigration/integration/doc/2007/handbook_2007_en.pdf (pdf 5.08mb)

18. Equality for Roma in Europe: A Roadmap for Action / Lanna Hollo and Sheila Quinn, Open Society Institute, 2006.

The European Roma Information Office, European Roma Rights Center, Migration Policy Group, and the Open Society Institute have published this report to assess the implementation of EU equality and non-discrimination commitments as they apply to ethnic minorities, in particular Roma. Based on research examining a significant body of literature on the current situation of Roma in Europe, the report maps out the cultural, policy, and legislative changes that need to be realised by governments and EU institutions.

www.soros.org/initiatives/roma/articles_publications/publications/roadmap_20060101/equality_2006.pdf (pdf 428kb)

19. Investing in our Communities: Strategies for Immigrant Integration – A Toolkit for Grantmakers / Daranee Petsod, Ted Wang, Craig McGarvey, Grantmakers Concerned with Immigrants and Refugees, 2006.

This toolkit provides a framework to help foundations incorporate immigrant needs and contributions into their grantmaking. The document is divided into several sections dealing with the historical context of integration, best practices in the field, a filmography on immigration, fast facts, bibliographic references as well as a glossary of terms. One chapter focuses on equal treatment and opportunity.

www.gcir.org/resources/gcir_publications/toolkit.php

20. Combating Religious and Ethnic Discrimination in Employment / European Network Against Racism, 2004.

This report looks into the tools for combating religious and ethnic discrimination in employment that are available at the UN, the EU and at national level in the EU-15.

www.stop-discrimination.info/fileadmin/pdfs/Reports/ENAR_Combat_Rel_Discr.pdf (pdf 1,41mb)



Sexual orientation

19. The Grantmakers's Guide to Lesbian, Gay, Bisexual and Transgender Issues / Funders for Lesbian and Gay Issues.

This guide presents an overview of the key issues facing lesbian, gay, bisexual and transgender (LGBT) communities. Resources, sample grants and grantmaking opportunities are provided. Topics covered include diversity, the needs of youth and the elderly, LGBT families, health, and arts and culture.

www.lgbtfunders.org/lgbtfunders/pubsprog.htm

20. Reaching Out – A Guide for Trusts and Foundations on the Charitable Needs of Lesbians and Gay Men / Gill Goodby and Gerard Lemos, Association of Charitable Foundations, 1999.

This guide explores the role of trusts and foundations in meeting the charitable needs that arise from homophobia, drawing on the experiences of those who have already "bitten the bullet" to fund specialist and mainstream service provision to lesbians and gay men.

www.acf.org.uk/publications/reports.htm

Section III: Useful equal opportunity links

European Institutions and Initiatives

Council of Europe – European Commission Against Racism and Intolerance	www.coe.int/t/E/human_rights/ecri
Diversity in Practice	www.embracingdifference.co.uk
European Commission – Employment, Social Affairs, Equal Opportunities	www.ec.europa.eu/employment_social
European Commission – EQUAL	www.ec.europa.eu/employment_social/equal
European Commission – Freedom, Security and Justice	www.ec.europa.eu/justice_home
European Commission – Gender Equality	www.ec.europa.eu/employment_social/gender_equality
European Economic and Social Committee	www.eesc.europa.eu
European Union Agency for Fundamental Rights	www.fra.europa.eu/fra/index.php
European Year of Equal Opportunities for All	www.ec.europa.eu/employment_social/eyeq
For Diversity, Against Discrimination information campaign	www.stop-discrimination.info
National Equality Bodies	www.ec.europa.eu/employment_social/fundamental_rights/rights/neb_en.htm

European-Level Equality Organisations and Affinity Groups

AGE – European Older People's Platform	www.age-platform.org
EFC Disability Interest Group	www.efc.be/dig
EFC Diversity, Migration and Integration Interest Group	www.efc.be/dmiig
European Disability Forum	www.edf-feph.org
European Network Against Racism	www.enar-eu.org
European Network of Independent Legal Experts in the Non-Discrimination Field	www.migpolgroup.com/topics/2077.html
European Organisation for Social Economy Foundations (Pôle Européen des Fondations de l'Economie Sociale)	www.fondation-macif.org/quiSommesNous/presentationPole.htm
European Women's Lobby	www.womenlobby.org
International Gay and Lesbian Association	www.ilga-europe.org
Network of European Foundations	www.nefic.org

Annex IV: List of active respondents

Organisation by Country	Website
Belgium	
Cera SCRL	www.cera.be
Fondation Bernheim	www.fondationbernheim.be
Fondation EVENS Stichting	www.evensfoundation.be
King Baudouin Foundation	www.kbs-frb.be
Madariaga European Foundation	www.madariaga.org
Microsoft EMEA	www.microsoft.com/emea/citizenship/default.mspx
Bulgaria	
Open Society Institute Sofia	www.osf.bg
Czech Republic	
Nadace rozvoje občanské společnosti	www.nros.cz
Denmark	
Egmont Fonden	www.egmontfonden.dk
Estonia	
Open Estonia Foundation	www.oef.org.ee
Finland	
Rehabilitation Foundation	www.kuntoutussaatio.fi
France	
Fondation de France	www.fdf.org
Fondation Internationale Carrefour	www.fondation-internationale-carrefour.org
Fondation Leroy Merlin	www.leroymerlin.fr
Steria Foundation	www.fondationsteria.org
Germany	
Bertelsmann Stiftung	www.bertelsmann-stiftung.de
BürgerStiftung Berlin	www.buergerstiftung-berlin.de
Freudenberg Stiftung	www.freudenbergstiftung.de
Körber Stiftung	www.koerber-stiftung.de
Robert Bosch Stiftung	www.bosch-stiftung.de
Stiftung Digitale Chancen	www.digitale-chancen.de
ZEIT-Stiftung Ebelin und Gerd Bucerius	www.zeit-stiftung.de
Hungary	
Carpathian Foundation	www.carpathianfoundation.org
Open Society Institute	www.soros.org
Roma Education Fund	www.romaeducationfund.hu
Ireland	
Atlantic Philanthropies	www.atlanticphilanthropies.org

Italy

Compagnia di San Paolo	www.compagnia.torino.it
Fondazione Cariplo	www.ismu.org
Fondazione Cassa di Risparmio di Padova e Rovigo	www.fondazionecariparo.it
Fondazione di Venezia	www.fondazionedivenezia.it
Fondazione UMANA MENTE	www.umana-mente.it

Jordan

Jordan River Foundation	www.jordanriver.jo
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Netherlands

Bernard van Leer Foundation	www.vanleergroupfoundation.nl
European Cultural Foundation	www.eurocult.org
Mama Cash Foundation	www.mamacash.nl
Nederlands Stichting voor Gehandicapte Kind	www.nsgk.nl
Rabobank Foundation	www.rabobankfoundation.com
Skanfonds	www.skanfonds.nl

Poland

Center for the Advancement of Women Foundation	www.promocjakobiet.pl
Stefan Batory Foundation	www.batory.org.pl

Portugal

Fundação Assistência Médica Internacional	www.fundacao-ami.org
Fundação Calouste Gulbenkian	www.gulbenkian.pt

Russia

New Eurasia Foundation	www.neweurasia.ru
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Spain

Fundació Privada Èxit	www.fundacioexit.org
Fundación BBVA	www.fbbva.es
Fundación Directa para el Desarrollo Integral	www.fundaciondirecta.org
Fundación General de la Universidad Autónoma de Madrid	www.fg.uam.es
Fundación Instituto De Empresa	www.ie.edu
Fundación Luis Vives	www.fundacionluisvives.org
Fundación ONCE	www.fundaciononce.es
Fundación para la Promoción del Minusválido	www.promi.es

Sweden

Stiftelsen Konung Gustaf V:s 90- Årsfond	www.gv90.a.se
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Switzerland

Adecco Foundation	www.adecco.com
Fondation Suisse pour la Téléthèses	www.fst.ch
Jacobs Foundation	www.jacobsfoundation.org
Welfare Association	www.welfareassociation.org

Ukraine

International Renaissance Foundation www.irf.kiev.ua

United Kingdom

Abbey Charitable Trust www.abbeynational.com
Barrow Cadbury Trust www.barrowcadbury.org.uk
Barry & Martin's Trust www.barryandmartin.org
Carnegie United Kingdom Trust www.carnegieuktrust.org.uk
City Bridge Trust www.citybridgetrust.org.uk
Diana, Princess of Wales Memorial Fund www.theworkcontinues.org
Joseph Rowntree Charitable Trust www.jrct.org.uk
Joseph Rowntree Foundation www.jrf.org.uk
King's Fund www.kingsfund.org.uk
Lloyds TSB Foundation for England and Wales www.lloydstsbfoundations.org.uk
Northern Rock Foundation www.nr-foundation.org.uk
Nuffield Foundation www.nuffieldfoundation.org
Sigrid Rausing Trust www.sigrid-rausing-trust.org

United States

Charles Stewart Mott Foundation www.mott.org
Ford Foundation www.fordfound.org
Global Fund for Women www.globalfundforwomen.org
New Israel Fund www.nif.org.il

Annex V: Index of projects according to grounds of discrimination



All Grounds:

Organisation	Title of Project / Programme	Pg.
Bernard van Leer Foundation	Social inclusion and respect for diversity	38
Carnegie United Kingdom Trust	Commitment to social justice	31
Carnegie United Kingdom Trust	Employment and Recruitment policies	32
Cera SCRL	"ECOLE+ Plate-forme pour une école sans exclusion"	22
Cera SCRL	"Culture et Démocratie"	26
Charles Stewart Mott Foundation	Youth Initiative for Human Rights in Belgrade, Serbia	38
Esmée Fairbairn Foundation	Grantmaking with a diversity lens	31
Fondation EVENS Stichting	Evens Prize for Intercultural Education	31
Ford Foundation	"SOS Racisme"	36
Fundación Instituto De Empresa	Centre of Diversity in Global Management	40
Fundación Luis Vives	"Foros Tercer Sector" (Third Sector Forum)	29
Fundación Luis Vives	Anti-Discrimination and Diversity Training	36
Fundación ONCE	Recruitment and selection criteria	32
Fundación para la Promoción del Minusválido	INTER-MEDIA	38
International Renaissance Foundation	Non-discrimination project	37
Jordan River Foundation	Community Empowerment and Child Safety	33
Joseph Rowntree Charitable Trust	The Runnymede Trust	30
Joseph Rowntree Foundation	Poverty and Ethnicity	29
King's Fund	Grant application guidelines	31
Lloyds TSB Foundation for England and Wales	Promoting mainstreaming in Fawcett Society	31
Madariaga European Foundation	"L'Europe des Mardis"	40
Nadace rozvoje občanské společnosti	Implementation of Anti-discrimination Act and Acquis	37
Open Society Institute Sofia	OSI - Sofia Law programme	36
Rehabilitation Foundation	Majakka-Beacon	24
Stefan Batory Foundation	Education for Tolerance	38



Age:

Organisation	Title of Project / Programme	Pg.
Atlantic Philanthropies	Changing Ageing Partnership	39
Bernard van Leer Foundation	Social inclusion and respect for diversity	38
Charles Stewart Mott Foundation	Youth Initiative for Human Rights in Belgrade, Serbia	38
Egmont Fonden	Project Focus	27
Fondation de France	Mixed leisure centres	34
Fondation Leroy Merlin	Physical access to housing	26
Fondazione UMANA MENTE	"La Musa" (The Muse)	26
Fundació Privada Èxit	Insertion itineraries	25
Fundación General de la Universidad Autónoma de Madrid	Easy to Read	27
Fundación ONCE	Partnership with the Ministry of Labour and Social Affairs	30
International Renaissance Foundation	Inclusive Education	37
Joseph Rowntree Foundation	Lifetime Homes	27
Nadace rozvoje občanské společnosti	Support of active life of seniors	26
Nederlands Stichting voor Gehandicapte Kind	"Blauw Vogel" (Blue Bird)	39
Robert Bosch Stiftung	LISA – Local Initiatives to Integrate Resettled Ethnic Germans in Vocational Training and Professional Life	24
Stefan Batory Foundation	Legal Education	36
Stiftelsen Konung Gustaf V:s 90- Årsfond	Training youth leaders	34
Stiftung Digitale Chancen	"Surfen zum Job"	25
ZEIT-Stiftung Ebelin und Gerd Bucerius	"Lern-Werk"	24



Disability:

Organisation	Title of Project / Programme	Pg.
Abbey Charitable Trust	Northamptonshire Association for the Blind	27
Barrow Cadbury Trust	Inclusive Communities	34
City Bridge Trust	Access for Disabled People	27
Diana, Princess of Wales Memorial Fund	Family Advocacy	34
Fondation de France	Mixed leisure centres	34
Fondation Internationale Carrefour	Social justice	25
Fondation Leroy Merlin	Physical access to housing	26
Fondation Suisse por les Téléthèses	Access to communication tools	34
Fondazione Cariplo	"Dopo di noi"	27
Fondazione UMANA MENTE	"La Musa" (The Muse)	26
Fundación General de la Universidad Autónoma de Madrid	Easy to Read	27
Fundación ONCE	Fight Against Discrimination – Discapnet	25
Fundación ONCE	Partnership with the Ministry of Labour and Social Affairs	30
Fundación ONCE	Recruitment and selection criteria	32
Fundación para la Promoción del Minusválido	Suitable Employment	25
International Renaissance Foundation	Inclusive Education	37
Joseph Rowntree Foundation	Lifetime Homes	27
Lloyds TSB Foundation for England and Wales	Learning Disability parliament model	30
Microsoft EMEA	Unlimited Potential – PCs Against Barriers	25
Nederlands Stichting voor Gehandicapte Kind	"Blauw Vogel" (Blue Bird)	39
Nederlands Stichting voor Gehandicapte Kind	Miss Disability 2007	40
Nuffield Foundation	Research projects	29
Open Society Institute - Sofia	Integration of children with intellectual disabilities	23
Open Society Mental Health Initiative	Mainstreaming Mental Disability Policies	31
Rabobank Foundation	Paralympics	28
Stefan Batory Foundation	Equal Opportunities	23
Stefan Batory Foundation	Legal Education	36
Steria Foundation	Customized Virtual Keyboard (CVK)	28
Stiftung Digitale Chancen	BIENE Award	28
ZEIT-Stiftung Ebelin und Gerd Bucerius	"Lern-Werk"	24



Gender:

Organisation	Title of Project / Programme	Pg.
Barrow Cadbury Trust	Inclusive Communities	34
Bertelsmann Stiftung	Transatlantic Task Force on Immigration and Integration	37
Center for the Advancement of Women Foundation	Political Academy for Women	28
Diana, Princess of Wales Memorial Fund	Family Advocacy	34
Fondation de France	"De cimes en cimes"	28
Fondazione di Venezia	"Nuove Società" (New Societies)	28
Fundação Assistência Médica Internacional	Food at School	23
Fundação Assistência Médica Internacional	Women's empowerment for active citizenship	34
Fundación Instituto De Empresa	IE Scholarships for Women	23
Fundación Instituto De Empresa	Course for women entrepreneurs in Saudi Arabia	25
Global Fund for Women	Women Initiative Group	35
King Baudouin Foundation	Gender mainstreaming policy	32
King Baudouin Foundation	New People, New Opportunities	35
Mama Cash Foundation	Building a society free of stigmatisation and discrimination against lesbian and bisexual women	37
Mama Cash Foundation	Promotion of Gender Equality Law in Bosnia and Herzegovina	37
Open Estonia Foundation	Estonian Women's Studies Resource Centre on gender equality	33
Sigrid Rausing Trust	Forum for the Empowerment of Women	35
Skandfunds	Women rights in the villages of Niksic	33
Stefan Batory foundation	Legal Education	36



Racial or Ethnic Origin:

Organisation	Title of Project / Programme	Pg.
Barrow Cadbury Trust	Islam, Race and being British	30
Barrow Cadbury Trust	Inclusive Communities	34
Bertelsmann Stiftung	Transatlantic Task Force on Immigration and Integration	37
BürgerStiftung Berlin	Joy of Reading – "Bilderbuchkino" (Picture-Book Cinema)	23
Carpathian Foundation	Romanet	26

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Egmont Fonden	How Difficult is it Actually...	39
Fondation de France	"De cimes en cimes"	28
Fondazione di Venezia	"Nuove Società" (New Societies)	28
Freudenberg Stiftung	One Square Kilometre Education	23
Freudenberg Stiftung	Regional Centres for Integration, Education and Democracy	32
Fundação Calouste Gulbenkian	Recognition of qualifications of immigrant nurses and doctors	26
Fundació Privada Èxit	Insertion itineraries	25
Fundación BBVA	Study on immigration and its impact	30
Fundación Directa para el Desarrollo Integral	"Madrid entre dos orillas" (Madrid between two shores)	40
Fundación General de la Universidad Autónoma de Madrid	Easy to Read	27
Fundación Instituto De Empresa	Course for women entrepreneurs in Saudi Arabia	25
Fundación Luis Vives	"Foros Tercer Sector" (Third Sector Forum)	29
Global Fund for Women	Women Initiative Group	35
Jacobs Foundation	Summer Camp	24
Joseph Rowntree Charitable Trust	West Yorkshire Racial Justice Programme	29
King Baudouin Foundation	New People, New Opportunities	35
King Baudouin Foundation	Minority Rights in Practice in SEE	37
Körber Stiftung	integrationXchange	39
Microsoft EMEA	Unlimited Potential – Computerwijk	25
New Eurasia Foundation	The world through the eyes of migrant children	39
New Israel Fund	Rights of Arab Citizens in Israel	35
Northern Rock Foundation	Building Positive Lives	35
Open Society Institute	Justice Initiative – Ethnic Profiling in Europe	30
Robert Bosch Stiftung	Talent im Land – Scholarships for Gifted Students from Immigrant Families	24
Robert Bosch Stiftung	LISA – Local Initiatives to Integrate Resettled Ethnic Germans in Vocational Training and Professional Life	24
Roma Education Fund	Roma Education Fund	24
Sigrid Rausing Trust	Forum for the Empowerment of Women	35
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Religion or Belief:

Organisation	Title of Project / Programme	Pg.
Barrow Cadbury Trust	Islam, Race and being British	30
Barrow Cadbury Trust	Inclusive Communities	34
Bertelsmann Stiftung	Transatlantic Task Force on Immigration and Integration	37
Fondation Bernheim	"Dieux, modes d'emploi. L'expérience religieuse"	40
Freudenberg Stiftung	Regional Centres for Integration, Education and Democracy	32
New Israel Fund	Rights of Arab Citizens in Israel	35
New Israel Fund	Jewish Religious Pluralism	39



Sexual Orientation:

Organisation	Title of Project / Programme	Pg.
Barry & Martin's Trust	Tackling discrimination in China	36
Diana, Princess of Wales Memorial Fund	Family Advocacy	34
Mama Cash Foundation	Building a society free of stigmatisation and discrimination against lesbian and bisexual women	37
Northern Rock Foundation	Building Positive Lives	35
Sigrid Rausing Trust	Forum for the Empowerment of Women	35

Other Grounds:



Education:

Organisation	Title of Project / Programme	Pg.
Fundación General de la Universidad Autónoma de Madrid	Easy to Read	27
Rabobank Foundation	"Stichting Lezen en Schrijven" (Reading and Writing foundation)	26



Legal Status:

Organisation	Title of Project / Programme	Pg.
Egmont Fonden	Project Focus	27
Fondazione Cassa di Risparmio di Padova e Rovigo	"Progetto Carceri"	29
Fundación BBVA	Study on immigration and its impact	30
Fundación Directa para el Desarrollo Integral	"Madrid entre dos orillas" (Madrid between two shores)	40
King Baudouin Foundation	New People, New Opportunities	35
New Israel Fund	Rights of Arab Citizens in Israel	35
Northern Rock Foundation	Building Positive Lives	35
Sigrid Rausing Trust	Africa Middle East Refugee Assistance	36
Stefan Batory Foundation	Legal Education	36



Residence:

Organisation	Title of Project / Programme	Pg.
Center for the Advancement of Women Foundation	Political Academy for Women	28
Global Fund for Women	Women Initiative Group	35
Skandfunds	Women rights in the villages of Niksic	33
Stefan Batory Foundation	Equal Opportunities	23
Welfare Association	Bedouin Empowerment	35
ZEIT-Stiftung Ebelin und Gerd Bucerius	"Lern-Werk"	24



Social Status:

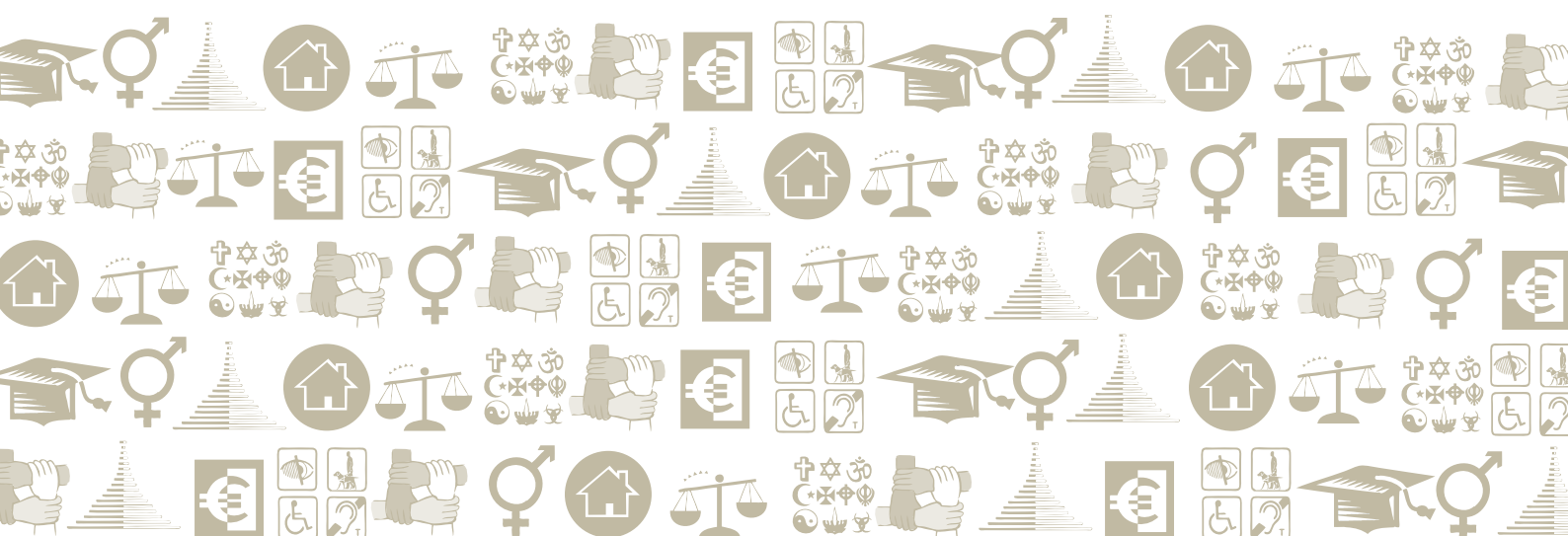
Organisation	Title of Project / Programme	Pg.
Atlantic Philanthropies	Participation and Practice of Rights	33
Barrow Cadbury Trust	Inclusive Communities	34
Compagnia di San Paolo	Social Microcredit	29
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Microsoft EMEA	Unlimited Potential – Computerwijk	25
Stefan Batory Foundation	Equal Opportunities	23
Stefan Batory Foundation	Legal Education	36
Stiftung Digitale Chancen	"Surfen zum Job"	25
ZEIT-Stiftung Ebelin und Gerd Bucerius	"Lern-Werk"	24

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